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ABSTRACT

Administrative salaries from a representative group of public doctorate-granting institutions are reported, including data from 128 universities in 49 states and 24 university systems in 20 states. The report is comprised of rank-order distribution tables for 12-month salaries in three categories: (1) by administrative title (president/chancellor, academic officers, business officers, student affairs officers, administrative officers, public relations/development, research officers, deans, legal counsel, registrar, director of libraries, director of computer services, director of personnel, director of agricultural extension, affirmative action officer) in individual institutions (i.e., not university systems); (2) by equal employment opportunity regions (Atlanta, Chicago, Dallas, Denver, Kansas City, New York and Boston, Philadelphia, San Francisco, and Seattle) in individual institutions; and (3) within university systems. Among the average salaries tabulated are $56,814 for presidents of single-unit institutions, $30,875 for budget officers, and $23,631 for deans of women. The survey participants are listed in separate charts. (MSE)

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THIRTEENTH ANNUAL RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1979-1980

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THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED TWENTY-EIGHT STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-NINE STATES
AND TWENTY-FOUR UNIVERSITY SYSTEMS
IN TWENTY STATES

OFFICE OF INSTITUTIONAL RESEARCH
UNIVERSITY OF ARKANSAS
DECEMBER 31, 1979

HE 012 311

INTRODUCTION

This study is the thirteenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public institutions at the doctorate-granting level. The salaries are distributed in rank order to facilitate comparison of a participant's relative standing with other universities. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less than three, the data were omitted.

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred seventy universities in fifty states. From this group, replies were received from one hundred twenty-eight institutions in forty-four states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State University and Land-Grant Colleges (NASULGC).

TABLE II

The second section is displayed in a series of tables showing the salaries paid among the one hundred twenty-eight participants arranged into the nine regions as defined by the Equal Employment Opportunity Commission. The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is contained in a table showing the salaries paid university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty-three states, and replies were received from twenty states.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

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Academic Officers. 4

Business Officers. 6

Student Affairs Officers 8

Administrative Officers. 9

Public Relations/Development 11

Research Officers. 13

Deans (Directors). 14

Legal Counsel. 24

Registrar. 25

Director of Libraries. 26

Director of Computer Services. 27

Director of Personnel. 28

Director of Agricultural Extension 28

Affirmative Action Officer 29

TABLE II — A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Twenty-Eight Universities in Forty-Four States by Equal Employment Opportunity Regions:

Atlanta Region 30

Chicago Region 40

Dallas Region. 50

Denver Region. 58

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Seattle Region 85

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES

This table summarizes the data for one hundred twenty-eight universities in forty-four states. For making these data available, the University of Arkansas is grateful to the following universities:

Arizona State University
Auburn University
Ball State University
Bernard M. Baruch College
Bowling Green State University
Central Michigan University
City University of New York Brooklyn College
Clemson University
Cleveland State University
College of William & Mary
Colorado School of Mines
Colorado State University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
Indiana University of Pennsylvania
Indiana University-Purdue University, Indianapolis
Indiana University at Bloomington
Iowa State University
Kansas State University
Kent State University
Lamar University
Memphis State University
Miami University
Michigan Technological University
Middle Tennessee State University
Mississippi State University
New Mexico Institute of Mining and Technology
New Mexico State University
North Carolina State University at Raleigh
North Dakota State University
North Texas State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Northwestern State University of Louisiana
Oakland University
Ohio University
Oklahoma State University at Stillwater
Old Dominion University
Oregon State University
Portland State University
Purdue University
Sam Houston University
South Dakota School of Mines and Technology
South Dakota State University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
State University of New York at Binghamton
State University of New York University Center at Buffalo
State University of New York at Stony Brook
Stephen F. Austin State University
Tennessee Technological University
Texas A & I University

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES

Texas A & M University
University of Akron
University of Alabama at Birmingham
University of Alaska at Fairbanks
University of Arizona
University of Arkansas at Fayetteville
University of California at Berkeley
University of California at Davis
University of California at Riverside
University of California at Santa Barbara
University of California at Santa Cruz
University of Cincinnati
University of Colorado at Boulder
University of Colorado at Denver
University of Georgia
University of Hawaii at Manoa
University of Houston at Central Campus
University of Idaho
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Iowa
University of Kansas at Lawrence
University of Kentucky
University of Louisville
University of Lowell
University of Maine at Orno
University of Maryland at Baltimore
University of Maryland at Baltimore County
University of Maryland at College Park
University of Massachusetts at Amherst
University of Michigan
University of Mississippi
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Montana
University of Nebraska at Omaha
University of Nevada at Las Vegas
University of Nevada at Reno
University of New Orleans
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Dakota
University of Oklahoma
University of Oregon
University of Rhode Island
University of South Carolina
University of South Dakota
University of South Florida
University of Southern Mississippi
University of Southwestern Louisiana
University of Tennessee at Knoxville
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
University of Virginia
University of Wisconsin at Madison
University of Wisconsin at Milwaukee

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

University of Wyoming
Utah State University
Virginia Commonwealth University
Virginia Tech
Washington State University
Wayne State University
West Virginia University
Western Michigan University
University of Vermont
Wichita State University

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY	
1	71,500	*
2	71,100	*
3	70,000	*
4	70,000	
5	66,780	*
6	65,800	*
7	64,000	*
8	63,600	*
9	63,355	*
10	63,000	*
11	62,800	*
12	62,500	*
13	61,600	
14	60,000	*
15	59,500	*
16	59,360	*
17	55,000	*
18	55,000	
19	53,631	
20	52,900	
21	51,000	*
22	47,800	*
23	47,500	
24	35,255	
AVERAGE	59,708	

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY	
1	89,800	*
2	75,000	*
3	69,500	*
4	69,500	*
5	67,900	*
6	67,500	*
7	67,500	*
8	67,000	*
9	66,500	*
10	66,000	
11	66,000	*
12	66,000	*
13	65,722	*
14	65,000	*
15	65,000	
16	65,000	*
17	64,738	*
18	63,600	*
19	63,595	*
20	63,523	*
21	63,500	*
22	63,355	
23	63,050	*
24	63,000	
25	63,000	*
26	62,500	*
27	62,300	
28	61,600	*
29	61,380	*
30	61,250	*
31	60,500	*
32	60,000	*
33	60,000	*
34	60,000	*
35	60,000	*
36	60,000	*
37	60,000	
38	59,500	*
39	59,360	*
40	59,300	
41	58,300	*
42	58,200	*
43	58,008	*
44	58,000	
45	57,800	
46	57,420	*
47	57,000	*
48	57,000	
49	56,760	*
50	56,000	*
51	56,000	
52	55,800	
53	55,600	*
54	55,500	*
55	55,428	
56	55,428	*
57	55,300	*
58	55,250	*
59	55,000	
60	55,000	
61	55,000	
62	55,000	*
63	55,000	*
64	55,000	
65	55,000	
66	55,000	
67	54,860	
68	54,729	
69	54,500	*
70	54,500	*
71	54,500	*
72	54,000	*
73	53,928	*
74	53,500	
75	53,500	*
76	53,475	*
77	53,200	
78	52,500	
79	52,500	*
80	52,500	
81	52,300	*
82	52,000	
83	51,906	*
84	51,800	
85	51,800	
86	51,228	
87	51,000	*
88	50,880	*
89	50,880	*
90	50,800	
91	50,450	
92	50,053	
93	49,996	*
94	49,589	
95	49,400	
96	48,734	*
97	47,800	
98	47,619	
99	47,500	*
100	47,500	
101	47,000	*
102	46,640	
103	46,613	
104	44,900	
105	44,900	
106	44,000	
107	43,040	*
108	42,750	*
109	40,810	
AVERAGE	56,814	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY	
1	70,600	*
2	60,700	*
3	60,051	
4	60,000	*
5	59,700	*
6	59,671	*
7	59,100	*
8	58,500	*
9	57,262	*
10	57,000	*
11	57,000	*
12	56,800	*
13	56,500	*
14	56,175	
15	56,000	*
16	56,000	*
17	55,524	*
18	55,000	*
19	54,600	
20	54,324	*
21	54,000	*
22	53,820	*
23	53,500	*
24	53,500	*
25	53,000	*
26	52,500	*
27	52,500	
28	52,310	
29	52,020	*
30	51,960	*
31	51,919	*
32	51,775	*
33	51,600	
34	51,500	
35	51,200	*
36	51,135	*
37	51,000	
38	51,000	*
39	50,760	
40	50,100	
41	50,016	*
42	50,000	*
43	50,000	*
44	50,000	
45	50,000	*
46	49,700	
47	49,680	*
48	49,500	*
49	49,400	
50	49,000	*
51	48,600	*
52	48,400	*
53	48,300	*
54	47,998	*
55	47,960	*
56	47,800	*
57	47,636	*
58	47,500	
59	47,400	
60	47,322	*
61	47,200	*
62	47,000	*
63	46,545	*
64	46,500	
65	46,400	
66	46,000	*
67	46,000	*
68	46,000	*
69	45,899	*
70	45,100	
71	45,000	*
72	45,000	*
73	44,832	
74	44,400	*
75	44,300	*
76	44,053	
77	44,053	
78	44,004	*
79	44,000	
80	44,000	*
81	43,992	
82	43,930	*
83	43,700	
84	43,350	
85	43,124	
86	42,180	
87	42,000	*
88	41,850	
89	41,800	
90	41,683	
91	41,600	
92	41,340	
93	41,250	
94	41,232	
95	40,983	*
96	40,145	*
97	40,000	
98	39,000	
99	38,500	*
100	38,000	
101	37,675	
102	36,571	
103	35,685	
104	35,255	
AVERAGE	48,644	

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY	
1	61,750	*
2	61,050	
3	59,500	*
4	57,500	*
5	57,000	*
6	56,500	*
7	55,524	*
8	55,200	*
9	55,200	*
10	55,000	*
11	53,000	*
12	52,500	*
13	52,450	
14	52,400	
15	52,310	
16	52,000	*
17	50,100	
18	50,016	*
19	49,400	
20	49,250	*
21	48,897	
22	48,750	*
23	48,000	*
24	47,998	*
25	47,900	
26	46,500	
27	45,482	*
28	44,832	
29	44,604	
30	41,232	
31	39,000	*
32	35,255	
33	32,647	
34	23,353	
AVERAGE	49,474	

ACADEMIC OFFICERS:
DEAN OF FACULTIES
OR INSTRUCTION

RANK	SALARY	
1	54,000	*
2	52,500	*
3	51,000	*
4	49,801	*
5	49,600	*
6	43,945	
7	41,592	*
8	41,000	*
9	40,000	*
10	39,300	*
11	37,888	
AVERAGE	45,511	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS
(FINANCE)

RANK	SALARY	
1	70,440	*
2	61,750	*
3	59,500	*
4	58,200	*
5	56,000	*
6	55,000	*
7	55,000	*
8	54,800	
9	54,400	
10	54,000	
11	53,652	*
12	53,500	*
13	53,100	*
14	52,700	*
15	52,000	*
16	52,000	*
17	50,600	*
18	50,276	
19	50,126	
20	50,000	*
21	50,000	*
22	49,800	*
23	49,600	
24	49,478	*
25	49,340	*
26	49,187	*
27	49,100	
28	49,000	*
29	49,000	
30	48,900	
31	48,897	
32	48,600	*
33	48,408	
34	48,150	*
35	48,060	
36	48,020	
37	47,388	*
38	47,300	*
39	47,175	
40	47,000	*
41	46,800	*
42	46,620	*
43	46,500	*
44	46,500	
45	46,400	*
46	46,319	*
47	46,000	*
48	46,000	*
49	46,000	*
50	45,787	*
51	45,700	*
52	45,550	
53	45,240	*
54	45,102	*
55	45,100	
56	45,000	*
57	45,000	*
58	44,500	*
59	44,000	
60	44,000	*
61	43,930	*
62	43,790	
63	43,470	
64	43,400	*
65	43,100	*
66	42,998	
67	42,500	
68	42,300	
69	42,000	*
70	41,600	
71	41,576	
72	41,400	*
73	41,400	
74	41,232	
75	40,836	
76	40,720	
77	40,600	*
78	40,600	*
79	40,560	*
80	40,287	*
81	39,629	*
82	39,600	
83	39,437	
84	39,000	
85	38,000	
86	37,953	*
87	37,765	
88	37,000	
89	35,772	
90	35,605	*
AVERAGE	46,663	

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY	
1	48,000	*
2	44,250	
3	43,960	*
4	42,600	*
5	41,640	*
6	41,053	
7	38,900	*
8	38,730	*
9	36,750	*
10	36,107	*
11	36,025	
12	36,000	
13	35,255	
14	35,100	
15	35,000	*
16	34,343	*
17	34,200	*
18	34,116	
19	33,504	*
20	33,000	*
21	32,520	
22	32,220	*
23	31,637	
24	31,500	*
25	31,325	*
26	31,000	
27	30,600	*
28	30,506	*
29	30,000	
30	29,960	*
31	28,845	*
32	26,800	*
33	26,500	
34	26,500	*
35	26,172	
36	26,000	*
37	25,980	
38	25,870	
39	24,000	
40	23,500	*
41	22,641	*
42	22,500	
43	22,200	
44	21,588	
AVERAGE	32,248	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	
1	47,080	*
2	46,400	*
3	46,300	*
4	44,100	*
5	42,150	
6	42,000	*
7	41,302	
8	40,464	
9	40,400	*
10	40,000	*
11	39,744	
12	39,385	*
13	39,000	*
14	38,880	*
15	38,580	*
16	38,520	*
17	38,300	*
18	38,225	
19	38,000	*
20	37,742	*
21	37,517	
22	37,428	
23	37,101	*
24	36,755	
25	36,500	
26	36,000	*
27	35,800	*
28	35,747	
29	35,700	*
30	35,585	*
31	35,500	*
32	35,304	*
33	35,100	
34	35,040	*
35	35,000	
36	35,000	*
37	34,900	*
38	34,700	*
39	34,616	*
40	34,525	
41	34,200	*
42	34,104	*
43	34,000	*
44	33,900	*
45	33,600	*
46	33,400	*
47	33,000	*
48	32,948	*
49	32,900	*
50	32,500	*
51	32,200	*
52	32,180	*
53	32,050	*
54	32,000	*
55	32,000	*
56	32,000	*
57	31,550	
58	31,387	*
59	31,000	
60	30,910	
61	30,698	
62	30,556	
63	30,442	*
64	30,400	
65	29,900	*
66	29,400	*
67	29,140	*
68	29,000	
69	29,000	*
70	28,581	
71	28,350	*
72	27,936	
73	26,900	
74	26,840	*
75	26,500	*
76	26,458	
77	26,300	
78	26,290	
79	26,250	*
80	26,160	*
81	25,200	*
82	24,200	*
83	23,376	
84	22,504	
85	22,400	
86	20,500	
AVERAGE	33,552	

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY	
1	61,750	*
2	59,500	*
3	53,100	*
4	47,700	*
5	45,000	*
6	42,000	*
7	41,640	*
8	37,400	*
9	34,500	
10	33,050	
11	32,550	*
12	30,524	*
13	29,800	*
14	29,700	*
15	29,500	
16	28,536	*
17	28,000	*
18	26,000	*
19	25,740	*
20	25,600	
21	24,144	*
22	23,400	*
23	21,840	*
24	20,500	*
25	16,176	
AVERAGE	33,906	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	
1	48,700	*
2	42,744	
3	41,800	*
4	39,300	*
5	39,216	*
6	39,000	*
7	38,784	
8	38,100	*
9	38,092	*
10	38,000	*
11	37,800	
12	37,762	*
13	37,664	
14	37,440	
15	37,266	
16	36,380	*
17	36,132	*
18	36,000	*
19	35,580	*
20	35,350	
21	35,011	*
22	34,500	*
23	34,500	*
24	34,421	*
25	33,920	*
26	33,850	*
27	33,600	*
28	33,300	
29	33,216	*
30	33,100	*
31	33,000	*
32	32,537	
33	32,397	*
34	32,300	*
35	32,000	*
36	32,000	*
37	32,000	*
38	31,840	*
39	31,800	*
40	31,583	
41	31,284	
42	31,200	*
43	31,020	*
44	31,000	
45	30,500	*
46	30,492	*
47	30,200	
48	29,995	*
49	29,900	
50	29,800	*
51	29,784	*
52	29,563	*
53	29,140	
54	29,070	*
55	29,000	*
56	28,633	*
57	28,235	
58	28,032	*
59	28,000	
60	27,600	*
61	27,500	*
62	26,800	
63	26,600	*
64	26,250	*
65	26,250	
66	26,220	*
67	26,220	
68	26,129	
69	26,000	
70	25,740	*
71	25,663	
72	25,428	*
73	25,200	*
74	25,085	*
75	24,530	
76	24,500	
77	24,000	*
78	24,000	
79	24,000	*
80	23,600	*
81	22,500	
82	22,320	*
83	21,500	
84	19,500	*
85	17,900	
86	17,400	
AVERAGE	30,875	

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS
(SERVICES)

RANK	SALARY	
1	53,000	*
2	52,900	
3	52,500	*
4	51,146	
5	51,100	*
6	50,865	
7	50,500	*
8	50,040	*
9	49,900	*
10	48,900	*
11	48,665	
12	48,627	*
13	48,294	*
14	48,200	*
15	48,000	*
16	47,500	*
17	47,300	*
18	46,940	*
19	46,800	*
20	46,648	*
21	46,500	*
22	46,000	*
23	46,000	*
24	46,000	*
25	45,857	*
26	45,120	*
27	45,000	*
28	44,850	*
29	44,600	*
30	44,400	
31	44,275	
32	44,053	
33	44,020	
34	44,000	*
35	43,929	
36	43,900	*
37	43,442	*
38	43,400	*
39	43,354	
40	43,100	*
41	43,000	*
42	43,000	*
43	43,000	
44	43,000	*
45	42,300	
46	42,000	
47	42,000	*
48	41,952	
49	41,600	*
50	41,600	
51	41,352	*
52	41,340	
53	41,316	
54	41,232	
55	40,750	*
56	40,660	
57	40,464	*
58	40,392	*
59	40,200	
60	40,125	*
61	40,000	*
62	40,000	
63	40,000	
64	40,000	*
65	40,000	*
66	40,000	*
67	39,936	
68	39,396	*
69	39,000	*
70	38,960	
71	38,750	
72	38,520	
73	38,500	*
74	38,321	
75	38,034	*
76	37,500	*
77	36,400	*
78	36,348	*
79	36,000	
80	36,000	
81	35,500	
82	35,280	*
83	34,829	*
84	34,770	
85	34,375	
86	34,300	*
87	33,972	*
88	28,400	
AVERAGE	42,662	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY	
1	48,818	*
2	48,000	*
3	42,838	*
4	42,800	*
5	42,500	*
6	42,421	*
7	42,052	*
8	40,712	
9	40,500	*
10	39,900	*
11	38,804	*
12	38,400	*
13	38,300	*
14	38,300	*
15	38,000	
16	37,500	*
17	37,450	*
18	37,250	*
19	36,567	*
20	36,400	*
21	36,146	*
22	35,706	*
23	35,568	
24	35,280	*
25	35,004	
26	35,000	*
27	35,000	*
28	34,254	*
29	34,056	
30	33,712	*
31	33,700	*
32	33,654	
33	33,296	
34	33,193	
35	33,170	*
36	33,000	*
37	32,950	
38	32,700	
39	32,655	
40	32,500	*
41	32,400	*
42	32,100	
43	32,100	*
44	31,750	*
45	31,610	
46	31,266	*
47	30,500	
48	30,500	
49	30,250	*
50	30,140	
51	30,000	*
52	30,000	*
53	29,925	
54	29,800	*
55	29,450	
56	29,390	*
57	29,300	*
58	29,100	
59	29,060	
60	28,953	*
61	28,900	
62	28,680	
63	28,500	*
64	28,310	
65	28,300	*
66	28,298	
67	28,275	
68	28,020	*
69	27,682	
70	27,488	*
71	27,413	*
72	27,000	
73	26,920	
74	26,750	*
75	26,500	*
76	26,400	
77	26,364	
78	26,300	
79	25,850	*
80	25,000	*
81	24,500	*
82	23,597	
83	23,132	*
84	23,004	*
85	20,068	
AVERAGE	32,434	

STUDENT AFFAIRS OFFICERS:
DEAN OF MEN

RANK	SALARY	
1	45,120	*
2	36,989	
3	35,496	*
4	28,284	
5	26,767	*
6	26,460	
7	25,714	
8	24,039	
9	23,888	
10	23,712	
11	22,935	
12	21,660	
13	20,344	
AVERAGE	27,800	

STUDENT AFFAIRS OFFICERS:
DEAN OF WOMEN

RANK	SALARY	
1	28,791	
2	28,284	
3	28,260	*
4	26,767	*
5	25,044	
6	24,510	
7	21,946	
8	20,865	
9	20,654	
10	20,444	
11	20,395	*
12	17,613	
AVERAGE	23,631	

ADMINISTRATIVE
OPERATIONS OFFICERS:
EXECUTIVE VICE
PRESIDENT

RANK	SALARY	
1	61,400	*
2	60,000	*
3	59,000	*
4	56,100	*
5	56,000	*
6	54,005	
7	54,000	*
8	53,918	*
9	53,820	*
10	52,360	
11	51,135	*
12	49,500	*
13	49,000	
14	47,000	*
15	46,405	
16	45,503	*
17	43,500	*
18	42,998	
19	41,400	*
20	39,000	
21	38,052	*
22	35,255	
AVERAGE	49,530	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY	
1	55,440	*
2	54,600	*
3	54,000	*
4	52,600	*
5	51,200	*
6	49,340	*
7	49,340	
8	49,300	*
9	49,000	*
10	49,000	*
11	48,815	*
12	48,500	*
13	46,650	*
14	46,500	
15	46,000	*
16	45,454	
17	45,000	*
18	45,000	*
19	44,724	*
20	44,500	*
21	44,200	*
22	44,100	
23	44,053	
24	43,560	
25	43,300	
26	43,200	
27	43,169	
28	43,000	*
29	42,700	
30	42,400	*
31	42,300	
32	42,100	*
33	42,000	*
34	41,000	*
35	40,000	*
36	39,936	
37	39,100	
38	38,500	*
39	38,400	*
40	37,936	
41	36,000	*
42	35,896	*
43	35,818	
44	35,544	
AVERAGE	44,390	

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY	
1	54,400	*
2	52,400	*
3	52,000	*
4	46,800	
5	46,000	*
6	45,500	*
7	43,553	
8	43,550	
9	43,356	*
10	43,067	
11	43,000	*
12	41,600	
13	41,420	*
14	41,100	*
15	38,900	*
16	37,742	*
17	36,200	
18	32,500	*
19	30,252	*
AVERAGE	42,802	

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF ADMINISTRATION

RANK	SALARY	
1	54,570	*
2	41,340	*
3	37,734	
4	33,800	*
5	25,467	
AVERAGE	38,584	

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY	
1	49,152	*
2	46,000	*
3	45,500	*
4	44,914	*
5	44,600	*
6	42,500	*
7	41,290	
8	40,656	
9	40,100	*
10	39,830	
11	39,660	*
12	38,500	*
13	38,300	*
14	38,200	*
15	37,700	*
16	37,517	
17	37,400	
18	37,029	
19	37,000	*
20	36,800	
21	36,630	*
22	35,600	*
23	35,592	*
24	35,557	*
25	35,500	*
26	35,400	
27	35,300	*
28	35,280	
29	35,255	
30	35,100	
31	34,764	*
32	34,730	
33	34,565	
34	33,600	*
35	33,550	
36	33,509	*
37	33,240	*
38	33,148	*
39	32,940	*
40	32,523	*
41	32,292	*
42	32,000	*
43	31,752	*
44	31,740	*
45	31,410	*
46	31,000	*
47	31,000	*
48	30,003	*
49	30,000	*
50	29,040	*
51	29,000	*
52	28,625	*
53	28,620	
54	28,600	*
55	28,520	
56	28,400	
57	28,400	*
58	28,300	*
59	28,090	
60	27,700	*
61	27,435	
62	27,100	
63	27,000	*
64	26,000	*
65	25,467	
66	24,500	
67	24,000	*
68	23,592	
69	22,500	*
70	22,350	*
71	20,301	*
72	19,155	*
73	17,691	*
74	14,851	
75	14,125	
AVERAGE	32,466	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY	
1	43,500	*
2	42,500	*
3	42,000	*
4	39,737	*
5	38,000	*
6	37,000	*
7	37,300	*
8	37,100	*
9	35,500	
10	35,424	
11	34,100	
12	33,942	
13	33,100	*
14	31,594	*
15	30,500	*
16	29,753	*
17	25,000	*
18	22,800	
19	21,918	*
20	20,062	*
AVERAGE	33,531	

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY	
1	50,600	
2	50,340	*
3	47,600	*
4	46,739	
5	45,000	*
6	45,000	*
7	44,000	*
8	42,800	*
9	42,650	
10	42,188	
11	41,792	
12	41,475	*
13	36,023	
14	32,635	*
15	28,900	
16	27,953	*
17	27,000	*
18	24,906	
19	22,994	*
AVERAGE	39,980	

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY	
1	41,400	
2	41,008	*
3	39,700	*
4	38,800	*
5	36,553	
6	36,210	
7	36,000	*
8	35,401	*
9	35,255	
10	34,680	*
11	34,500	*
12	34,250	*
13	34,000	*
14	33,798	*
15	33,705	*
16	33,550	
17	33,288	
18	33,022	*
19	32,850	
20	32,406	*
21	32,300	*
22	32,250	*
23	31,200	*
24	31,100	*
25	30,876	
26	30,768	*
27	30,632	*
28	30,588	*
29	30,400	*
30	30,348	*
31	30,200	*
32	30,000	*
33	29,990	*
34	29,904	*
35	29,233	*
36	29,000	*
37	29,000	
38	28,500	*
39	28,377	
40	28,056	*
41	27,906	*
42	27,800	*
43	27,648	*
44	27,638	
45	27,000	*
46	27,000	
47	26,950	*
48	26,707	
49	26,700	
50	26,442	*
51	26,304	*
52	26,300	*
53	26,300	*
54	26,220	*
55	26,000	*
56	25,950	*
57	25,632	*
58	25,569	
59	25,459	*
60	25,438	*
61	24,967	
62	24,600	
63	24,480	
64	24,325	
65	23,640	
66	23,184	
67	22,494	
68	22,377	
69	22,300	*
70	22,248	
71	21,142	
72	20,874	*
73	20,460	
74	20,000	*
75	19,764	
76	19,341	
77	18,800	
78	18,700	
79	18,332	
80	18,100	
81	18,024	
82	17,500	*
83	17,455	
84	14,839	*
AVERAGE	27,881	

PUBLIC RELATIONS AND
DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY	
1	59,236	*
2	51,000	*
3	50,900	
4	47,150	
5	47,124	*
6	45,000	*
7	44,300	*
8	44,171	
9	42,760	*
10	42,000	
11	42,000	*
12	41,800	*
13	40,450	
14	40,250	*
15	40,200	*
16	40,000	*
17	39,500	
18	36,060	
19	35,000	
20	34,133	*
21	31,593	
22	30,000	*
AVERAGE	42,029	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY	
1	45,500	*
2	42,600	*
3	35,330	*
4	35,310	*
5	35,000	
6	33,900	*
7	33,357	
8	33,336	*
9	33,085	*
10	32,000	*
11	31,103	*
12	30,768	*
13	29,960	*
14	29,844	
15	29,700	*
16	29,600	
17	29,350	
18	28,838	*
19	28,000	
20	27,755	
21	27,650	*
22	27,100	
23	26,574	*
24	26,070	
25	25,600	*
26	23,867	
27	23,700	*
28	23,600	*
AVERAGE	30,661	

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY	
1	56,175	*
2	54,000	*
3	52,000	*
4	49,000	*
5	48,600	*
6	46,700	*
7	46,600	
8	45,060	*
9	45,001	*
10	45,000	*
11	43,500	*
12	42,100	*
13	41,600	*
14	41,500	*
15	39,600	*
16	38,850	
17	37,200	
18	36,210	
19	35,000	
20	34,500	*
21	34,300	
22	34,250	
23	33,600	*
24	33,490	*
25	32,424	
26	31,500	
27	30,000	
28	28,500	
AVERAGE	40,581	

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY	
1	47,615	*
2	44,000	*
3	42,000	*
4	40,000	*
5	40,000	*
6	39,700	*
7	39,500	*
8	38,858	*
9	38,520	*
10	37,680	*
11	37,000	*
12	36,960	*
13	36,000	*
14	36,000	*
15	35,472	*
16	35,000	*
17	34,729	*
18	34,175	
19	33,800	
20	33,700	
21	33,350	
22	33,300	*
23	33,193	
24	33,000	*
25	32,208	*
26	32,090	*
27	31,980	
28	31,566	*
29	31,490	*
30	31,000	*
31	31,000	*
32	30,600	*
33	30,514	*
34	30,500	
35	30,444	
36	30,380	*
37	30,000	
38	30,000	*
39	29,600	
40	29,555	*
41	29,400	*
42	29,261	*
43	29,125	*
44	29,000	*
45	29,000	*
46	28,890	*
47	27,954	*
48	27,000	
49	26,500	*
50	25,825	
51	25,000	
52	24,530	*
53	24,500	*
54	22,855	
55	20,000	*
AVERAGE	32,460	

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI RELATIONS

RANK	SALARY	
1	49,000	*
2	41,500	*
3	34,250	
4	33,085	*
5	32,742	*
6	32,250	*
7	30,768	*
8	30,368	*
9	30,000	*
10	21,219	*
11	18,498	*
AVERAGE	32,153	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY	
1	63,981	*
2	63,300	*
3	59,000	*
4	57,400	*
5	56,500	*
6	55,600	*
7	55,500	*
8	54,838	
9	53,064	*
10	50,000	*
11	49,500	*
12	49,000	*
13	48,600	*
14	47,600	*
15	47,000	*
16	46,909	*
17	45,500	*
18	45,482	*
19	44,960	*
20	44,124	*
21	44,000	*
22	43,700	*
23	43,240	*
24	42,900	*
25	42,500	
26	42,000	*
27	42,000	
28	41,360	*
29	41,065	
30	40,254	*
31	38,100	
32	37,210	*
33	35,800	*
34	35,592	*
35	33,403	*
AVERAGE	46,885	

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY	
1	46,740	*
2	46,654	*
3	46,600	
4	44,904	*
5	43,900	*
6	43,700	
7	43,200	*
8	41,520	*
9	40,000	*
10	40,000	
11	39,750	
12	39,733	*
13	39,588	
14	39,297	
15	38,850	*
16	37,635	
17	37,517	
18	36,800	*
19	36,562	
20	36,316	
21	36,200	*
22	36,132	*
23	36,120	*
24	36,000	
25	35,600	*
26	35,125	*
27	35,000	
28	35,000	*
29	35,000	*
30	34,683	
31	34,500	
32	34,339	
33	34,000	*
34	33,635	*
35	33,500	
36	33,500	
37	33,100	
38	33,045	*
39	32,700	*
40	32,679	*
41	31,908	*
42	31,870	
43	31,800	*
44	31,510	*
45	31,422	
46	30,732	*
47	30,700	*
48	30,524	*
49	29,784	*
50	29,232	*
51	29,105	*
52	29,067	
53	28,453	
54	28,380	
55	28,000	*
56	27,957	
57	27,775	
58	27,000	*
59	26,942	*
60	26,690	
61	26,000	*
62	24,504	*
63	24,400	*
64	23,870	*
65	23,992	
66	22,488	*
67	22,312	
68	20,954	*
AVERAGE	33,619	

RESEARCH OFFICERS:
VICE PRESIDENT FOR
INSTITUTIONAL ANALYSES

RANK	SALARY	
1	47,925	*
2	39,693	*
3	39,325	*
4	34,775	*
5	32,611	
AVERAGE	38,866	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY	
1	51,480	*
2	44,400	*
3	44,300	
4	43,909	*
5	43,500	*
6	42,744	
7	41,400	
8	39,620	
9	39,000	
10	39,000	*
11	38,948	*
12	38,400	
13	37,860	*
14	37,531	*
15	37,500	*
16	37,375	
17	36,700	*
18	36,500	*
19	36,265	
20	36,200	
21	35,543	*
22	35,000	*
23	33,700	
24	33,567	*
25	33,500	*
26	33,000	*
27	32,954	
28	32,700	*
29	32,401	
30	32,395	
31	32,100	*
32	32,000	
33	32,000	
34	32,000	*
35	31,901	*
36	31,800	*
37	31,500	*
38	31,440	*
39	31,248	*
40	31,212	*
41	31,200	
42	30,000	*
43	30,000	*
44	29,300	
45	29,250	
46	29,200	*
47	28,950	
48	28,900	*
49	28,766	*
50	28,550	*
51	28,545	
52	28,400	
53	28,000	
54	28,000	*
55	27,300	
56	27,000	*
57	26,400	
58	26,262	*
59	25,951	
60	25,900	*
61	25,700	*
62	25,680	*
63	25,228	*
64	25,045	*
65	25,044	*
66	25,000	
67	24,915	*
68	24,523	
69	24,507	*
70	24,000	*
71	23,800	*
72	23,673	*
73	23,467	
74	23,352	
75	23,300	*
76	22,450	*
77	22,250	*
78	21,000	*
79	20,934	
80	20,700	
81	17,273	*
AVERAGE	31,016	

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY	
1	58,858	*
2	58,700	*
3	58,400	*
4	56,500	*
5	55,000	*
6	55,000	*
7	54,400	
8	52,750	*
9	52,000	*
10	51,985	*
11	51,840	
12	50,000	*
13	50,000	*
14	50,000	*
15	49,600	*
16	48,506	*
17	48,500	*
18	48,000	*
19	47,900	
20	47,300	*
21	47,160	*
22	47,100	*
23	47,000	*
24	47,000	
25	47,000	*
26	47,000	*
27	46,973	*
28	46,908	*
29	46,800	
30	46,788	
31	46,298	*
32	46,200	*
33	46,100	
34	46,020	*
35	46,000	*
36	46,000	*
37	45,900	*
38	45,720	*
39	45,500	*
40	44,900	
41	44,000	*
42	44,000	*
43	43,850	
44	43,476	
45	43,400	
46	42,840	
47	42,540	
48	42,500	*
49	42,464	*
50	42,400	*
51	42,285	
52	42,200	*
53	42,131	*
54	42,058	*
55	41,500	*
56	41,333	
57	40,660	*
58	40,500	*
59	40,350	
60	40,300	
61	40,000	
62	39,756	
63	39,450	*
64	39,300	*
65	39,020	
66	39,000	*
67	38,800	
68	38,500	
69	38,148	*
70	38,031	
71	37,600	
72	37,500	
73	37,128	
74	36,889	*
75	36,266	
76	36,000	
77	35,800	*
78	35,255	
79	34,788	
80	31,315	*
AVERAGE	44,587	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY	
1	50,940	*
2	49,000	*
3	49,000	*
4	48,100	*
5	48,000	*
6	47,742	*
7	47,000	*
8	46,937	*
9	46,900	*
10	46,000	*
11	45,150	*
12	45,000	*
13	44,520	*
14	44,500	*
15	44,500	*
16	44,160	*
17	42,800	*
18	42,700	*
19	42,590	
20	42,325	*
21	42,000	*
22	41,556	*
23	41,000	*
24	40,269	*
25	40,140	*
26	39,055	*
27	39,048	*
28	39,000	*
29	37,800	*
30	37,800	*
31	37,200	*
32	37,000	*
33	36,320	*
34	35,506	*
35	28,325	
AVERAGE	42,568	

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY	
1	60,736	*
2	57,500	*
3	55,700	*
4	55,000	*
5	54,900	*
6	54,700	*
7	54,100	*
8	53,900	*
9	53,500	*
10	53,000	*
11	51,500	*
12	51,000	*
13	50,556	*
14	50,500	*
15	50,004	*
16	49,560	*
17	49,488	*
18	47,748	*
19	46,737	*
20	46,571	*
21	45,900	*
22	45,348	*
23	45,000	*
24	44,800	*
25	44,700	*
26	44,600	*
27	43,535	*
28	42,960	*
29	42,800	*
30	42,624	*
31	42,000	*
32	41,760	*
33	41,725	*
34	41,000	*
35	41,000	*
36	40,560	*
37	39,800	*
38	39,756	
39	36,796	*
40	36,700	*
41	36,000	*
42	35,078	*
43	34,643	
44	32,208	
45	29,975	
46	27,715	
AVERAGE	45,341	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY	
1	63,000	*
2	57,900	*
3	55,993	*
4	55,931	*
5	55,000	
6	53,500	*
7	53,500	*
8	53,000	*
9	53,000	*
10	52,800	*
11	52,769	*
12	52,500	*
13	52,000	*
14	51,900	*
15	51,700	*
16	51,600	*
17	51,500	*
18	50,900	
19	50,224	*
20	50,000	*
21	50,000	*
22	49,100	*
23	49,000	
24	49,000	
25	48,405	*
26	48,336	*
27	48,000	*
28	48,000	*
29	47,500	
30	47,155	*
31	47,000	*
32	47,000	*
33	46,920	
34	46,700	*
35	46,600	
36	46,000	*
37	46,000	*
38	45,900	*
39	45,816	*
40	45,777	*
41	45,739	
42	45,150	
43	43,150	
44	45,100	*
45	45,000	*
46	45,000	
47	44,660	*
48	44,500	
49	44,424	*
50	44,375	*
51	44,300	*
52	44,100	
53	44,004	*
54	44,000	

RANK	SALARY	
55	44,000	*
56	43,741	
57	43,692	*
58	43,650	
59	43,620	*
60	43,500	*
61	43,440	*
62	43,380	*
63	43,207	*
64	43,150	
65	43,132	
66	43,000	*
67	42,612	
68	42,570	
69	42,500	*
70	42,150	*
71	42,000	*
72	42,000	*
73	42,000	*
74	41,600	
75	41,500	*
76	41,333	
77	41,000	
78	40,700	
79	40,560	*
80	40,350	
81	40,325	
82	40,125	*
83	39,953	
84	39,600	
85	39,500	*
86	39,312	
87	39,072	
88	38,600	
89	38,500	
90	38,160	*
91	38,064	
92	37,888	
93	37,740	
94	37,253	
95	37,250	*
96	37,200	
97	36,796	*
98	36,316	
99	36,260	
100	35,998	*
101	35,932	
102	35,924	*
103	35,867	*
104	35,255	
105	35,232	
106	34,418	
107	32,268	*
108	31,647	
109	26,900	*
AVERAGE	44,166	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY	
1	58,947	*
2	50,500	*
3	50,000	*
4	47,000	*
5	46,500	*
6	46,000	*
7	45,528	
8	45,500	*
9	45,324	*
10	45,200	*
11	44,100	*
12	44,000	*
13	44,000	
14	43,950	*
15	43,870	
16	43,750	
17	43,700	
18	43,553	
19	43,466	
20	42,800	*
21	42,700	
22	42,531	*
23	42,423	*
24	42,412	
25	42,217	*
26	42,000	*
27	41,717	
28	40,656	*
29	40,656	*
30	40,500	
31	40,450	*
32	40,446	*
33	40,300	*
34	40,250	
35	40,000	*
36	40,000	*
37	39,980	
38	39,830	*
39	39,500	*
40	38,950	*
41	38,940	
42	38,844	
43	38,700	*
44	38,500	*
45	37,284	*
46	37,200	*
47	36,800	*
48	36,403	
49	36,100	*
50	36,088	*
51	36,000	*
52	36,000	
53	35,850	
54	35,500	*
55	35,364	
56	35,250	
57	34,820	*
58	34,739	
59	34,314	*
60	34,230	
61	33,804	
62	33,500	
63	33,500	*
64	33,370	*
65	33,100	*
66	32,950	*
67	31,668	
68	31,320	*
69	31,000	
70	30,750	
71	30,330	
72	30,000	*
73	29,257	*
74	29,249	
75	28,875	*
76	28,734	*
77	28,260	*
78	28,000	*
79	27,900	
80	27,500	*
81	27,441	
82	27,372	*
83	27,286	*
84	27,004	*
85	26,400	*
86	26,021	
87	24,800	*
88	23,962	*
89	21,700	
90	21,178	*
91	19,980	*
92	14,500	
93	14,412	
AVERAGE	36,315	

DEANS (DIRECTORS):
EARTH SCIENCES/
NATURAL RESOURCES

RANK	SALARY	
1	60,403	*
2	57,500	*
3	49,464	*
4	49,300	*
5	46,640	*
6	45,500	*
7	42,104	*
8	39,437	*
9	38,500	*
10	37,888	
11	36,796	*
12	33,225	
13	31,350	
14	25,200	*
15	24,547	
AVERAGE	41,190	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS): EDUCATION

RANK	SALARY	
1	60,008	*
2	55,700	*
3	54,700	*
4	54,600	*
5	54,400	
6	53,000	*
7	52,000	*
8	51,200	*
9	51,000	*
10	51,000	*
11	50,500	*
12	50,000	*
13	50,000	*
14	50,000	*
15	50,000	*
16	49,900	*
17	49,500	*
18	49,194	*
19	49,000	*
20	48,900	*
21	48,200	*
22	47,990	
23	47,310	*
24	47,000	*
25	46,800	*
26	46,788	
27	46,700	*
28	46,236	*
29	46,092	*
30	46,062	*
31	46,010	*
32	46,000	*
33	46,000	
34	45,800	*
35	45,800	*
36	45,152	
37	45,150	
38	45,100	*
39	45,000	
40	45,000	*
41	44,844	*
42	44,676	
43	44,640	*
44	44,600	*
45	44,340	
46	44,250	*
47	44,150	
48	44,000	*
49	44,000	
50	43,553	
51	43,535	*
52	43,500	
53	43,425	
54	43,014	
55	43,000	
56	43,000	
57	42,500	*
58	42,400	*
59	42,400	
60	42,300	*
61	42,120	*
62	42,000	*
63	42,000	*
64	41,577	*
65	41,186	
66	41,160	
67	41,100	*
68	41,000	*
69	41,000	*
70	41,000	*
71	40,560	*
72	40,500	*
73	40,500	*
74	40,184	
75	40,164	*
76	40,136	
77	40,000	*
78	40,000	
79	39,756	
80	39,736	*
81	39,500	
82	39,500	*
83	39,294	
84	39,264	
85	39,120	
86	39,100	
87	39,095	*
88	38,300	*
89	37,310	
90	36,796	*
91	36,171	
92	35,980	
93	35,952	
94	35,915	
95	35,355	
96	35,000	*
97	34,739	
98	34,600	*
99	34,300	*
100	33,235	
101	32,500	*
102	32,100	
103	32,008	*
104	31,647	
105	31,500	*
106	31,405	
107	31,000	*
108	28,667	
109	28,064	
AVERAGE	42,789	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY	
1	69,756	
2	62,808	*
3	62,723	*
4	62,400	*
5	61,568	*
6	58,200	*
7	58,000	*
8	57,600	*
9	56,800	
10	56,000	*
11	55,400	*
12	55,000	*
13	54,700	*
14	54,000	*
15	53,500	*
16	53,000	
17	52,000	*
18	51,750	*
19	51,600	*
20	51,500	
21	51,000	*
22	50,800	*
23	50,510	*
24	50,400	*
25	50,000	*
26	49,560	*
27	49,107	*
28	49,000	*
29	48,800	*
30	48,700	*
31	48,348	*
32	48,200	*
33	48,000	*
34	48,000	
35	47,950	*
36	47,110	*
37	47,000	*
38	46,856	
39	46,020	*
40	46,000	
41	46,000	*
42	45,900	*
43	45,650	*
44	45,636	*
45	45,500	*
46	45,000	*
47	45,000	*
48	44,964	*
49	44,400	*
50	44,300	
51	44,088	*
52	44,000	*
53	43,500	
54	42,800	
55	42,542	*
56	42,500	
57	42,500	*
58	42,270	
59	42,120	*
60	42,000	
61	42,000	*
62	41,832	*
63	41,730	*
64	41,657	
65	41,371	*
66	40,325	
67	39,930	
68	39,600	*
69	39,550	*
70	39,400	*
71	39,300	*
72	38,800	
73	38,000	
74	37,600	*
75	37,433	*
76	36,620	*
77	34,788	
78	33,787	
79	33,134	
80	32,000	*
AVERAGE	46,990	

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY	
1	49,500	*
2	48,600	*
3	48,100	*
4	46,620	
5	46,450	*
6	45,600	
7	45,452	*
8	44,604	
9	44,520	*
10	43,980	*
11	43,715	
12	43,566	*
13	43,553	
14	43,500	
15	43,200	*
16	43,014	
17	43,000	*
18	42,700	*
19	42,500	*
20	42,500	
21	42,450	
22	42,400	*
23	41,900	*
24	40,000	
25	39,790	
26	39,590	
27	39,480	
28	38,600	
29	38,064	
30	38,000	*
31	37,888	
32	36,796	*
33	36,500	
34	36,480	*
35	36,000	*
36	35,000	*
37	34,700	*
38	34,000	*
39	33,600	*
40	28,671	
41	24,600	
AVERAGE	40,712	

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY	
1	51,282	*
2	49,440	*
3	49,100	*
4	47,500	*
5	46,224	*
6	45,739	
7	44,100	
8	42,982	*
9	41,730	*
10	41,059	*
11	40,625	*
12	39,800	*
13	39,480	
14	39,143	*
15	36,389	*
16	36,000	
17	32,944	*
AVERAGE	42,561	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY	
1	59,000	*
2	59,000	*
3	58,000	*
4	57,400	*
5	55,329	*
6	54,838	
7	54,820	*
8	53,500	*
9	53,150	*
10	52,700	*
11	52,000	*
12	51,400	*
13	51,200	*
14	51,000	*
15	50,000	*
16	50,000	*
17	49,426	*
18	48,700	*
19	48,614	*
20	48,000	*
21	48,000	*
22	48,000	*
23	47,600	*
24	47,000	
25	46,675	*
26	46,400	*
27	46,000	*
28	46,000	*
29	45,492	*
30	45,482	*
31	45,000	*
32	45,000	*
33	45,000	*
34	45,000	*
35	45,000	*
36	44,800	
37	44,715	
38	44,400	*
39	44,393	*
40	44,300	*
41	44,100	
42	44,000	*
43	44,000	*
44	43,900	*
45	43,800	
46	43,750	
47	43,700	
48	43,620	*
49	43,335	*
50	43,176	
51	43,122	*
52	42,900	*
53	42,893	
54	42,500	
55	42,300	*
56	42,000	*
57	42,000	*
58	41,604	*
59	41,600	
60	41,520	*
61	41,268	*
62	41,040	
63	41,000	*
64	40,956	
65	40,633	*
66	40,493	
67	40,446	*
68	40,287	
69	40,039	*
70	40,000	*
71	39,873	
72	39,756	
73	39,733	*
74	39,600	
75	39,500	*
76	39,500	*
77	39,437	*
78	39,400	*
79	39,300	*
80	39,250	
81	39,200	*
82	39,000	*
83	39,000	
84	38,700	
85	38,195	
86	38,000	
87	37,600	*
88	37,500	
89	37,170	*
90	36,800	*
91	36,796	*
92	36,200	*
93	36,130	
94	36,108	
95	36,040	
96	35,304	
97	35,255	
98	35,233	
99	35,200	
100	34,800	
101	34,514	
102	34,472	
103	33,764	*
104	32,830	
105	32,500	
106	32,329	
107	32,100	
108	31,647	
109	31,406	*
110	30,792	*
111	30,418	
112	21,894	*
AVERAGE	42,416	

DEANS (DIRECTORS):
HEALTH/ PHYS EDUCATION/
RECREATION

RANK	SALARY	
1	49,500	*
2	48,000	*
3	46,100	*
4	44,000	*
5	43,850	
6	43,700	*
7	43,200	*
8	42,500	*
9	42,500	*
10	42,300	*
11	42,012	
12	41,244	*
13	40,392	*
14	40,125	
15	40,000	*
16	39,737	
17	38,300	
18	37,888	
19	36,796	*
20	36,750	
21	36,440	
22	36,400	
23	36,320	
24	36,000	*
25	35,640	
26	35,149	
27	35,006	*
28	34,000	
29	33,952	*
30	33,883	
31	31,936	*
32	31,816	
33	31,600	*
34	31,500	*
35	30,965	*
36	30,600	
37	28,675	
38	27,660	
39	26,892	
40	26,750	*
41	25,270	
42	24,785	*
AVERAGE	36,670	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY	
1	51,500	*
2	49,900	*
3	49,634	*
4	48,800	*
5	48,200	*
6	45,204	*
7	45,200	*
8	44,742	*
9	44,700	*
10	44,600	*
11	44,300	*
12	44,000	
13	43,380	*
14	43,000	*
15	42,500	*
16	41,725	*
17	41,000	*
18	40,000	*
19	38,680	*
20	38,400	*
21	38,000	*
22	38,000	*
23	38,000	*
24	37,888	
25	37,000	*
26	36,500	*
27	36,400	
28	34,949	*
29	33,861	*
30	32,700	*
31	32,450	
32	31,677	
33	29,800	*
34	28,517	*
35	27,955	
36	26,625	
37	26,403	
38	26,142	
39	24,732	*
40	24,636	
41	23,211	
AVERAGE	37,930	

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY	
1	55,700	*
2	52,200	*
3	51,000	*
4	50,000	*
5	48,900	*
6	47,000	*
7	46,100	*
8	46,000	*
9	43,600	*
10	43,553	
11	43,000	
12	40,830	*
13	40,000	
14	39,200	*
15	38,500	*
16	37,888	
17	37,500	
18	36,266	
19	34,404	*
20	27,600	*
21	22,960	*
AVERAGE	42,010	

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY	
1	57,300	*
2	49,560	*
3	48,134	*
4	47,500	*
5	46,000	*
6	45,000	*
7	44,400	*
8	44,390	*
9	42,307	*
10	42,225	*
11	42,200	*
12	41,832	*
13	41,400	*
14	40,981	*
15	40,000	*
16	39,828	*
17	38,460	*
18	37,888	
19	36,000	*
20	34,400	*
21	34,300	
22	34,133	*
23	33,500	*
24	32,852	*
25	31,060	*
26	30,614	*
27	29,000	
28	28,080	*
29	26,487	
30	25,131	
AVERAGE	38,832	

DEANS (DIRECTORS): LAW

RANK	SALARY	
1	62,291	
2	60,440	*
3	60,400	*
4	59,000	*
5	58,000	*
6	58,000	*
7	57,800	*
8	57,200	*
9	56,700	
10	56,000	*
11	55,598	*
12	55,000	*
13	53,700	
14	52,500	*
15	51,800	*
16	51,900	
17	51,500	*
18	50,700	*
19	50,700	*
20	50,046	*
21	50,000	*
22	50,000	*
23	49,900	*
24	49,500	*
25	49,250	*
26	49,185	*
27	49,000	*
28	48,950	*
29	48,880	
30	48,504	*
31	48,216	*
32	47,100	*
33	46,810	*
34	46,116	*
35	45,900	*
36	44,000	
37	43,742	*
38	42,350	*
39	40,800	*
40	40,000	*
41	39,875	
42	38,820	*
43	36,350	
AVERAGE	50,280	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY	
1	54,000	*
2	53,500	*
3	53,500	
4	50,304	*
5	50,096	*
6	50,000	*
7	49,500	*
8	48,000	*
9	47,100	*
10	46,256	*
11	45,000	
12	44,660	*
13	44,000	*
14	43,553	
15	43,400	
16	40,836	
17	40,824	*
18	40,660	*
19	39,480	
20	39,100	
21	38,943	
22	38,500	*
23	37,072	
24	36,380	
25	36,300	
26	36,100	*
27	35,255	
28	34,454	
29	33,784	
30	31,647	
AVERAGE	42,733	

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY	
1	48,200	*
2	47,500	*
3	46,595	*
4	45,600	*
5	43,500	*
6	43,102	*
7	42,913	
8	42,500	*
9	41,482	*
10	40,125	
11	40,000	*
12	38,000	*
13	37,300	*
14	37,058	
15	36,600	*
16	36,500	*
17	36,050	*
18	35,310	*
19	35,300	
20	34,600	*
21	34,000	*
22	33,800	*
23	33,200	*
24	31,500	*
25	30,000	*
26	29,580	
27	29,140	*
AVERAGE	38,128	

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY	
1	79,980	*
2	79,000	*
3	75,280	*
4	75,084	*
5	75,000	*
6	70,450	*
7	68,000	
8	65,000	*
9	64,362	
10	64,114	*
11	63,000	*
12	62,500	
13	62,385	
14	60,000	*
15	58,700	*
16	57,500	*
17	52,900	*
18	52,500	*
19	43,500	*
20	42,720	
21	33,200	
AVERAGE	62,151	

DEANS (DIRECTORS):
MUSIC

RANK	SALARY	
1	49,500	*
2	47,000	*
3	47,000	*
4	46,000	*
5	45,800	*
6	45,397	*
7	45,300	
8	44,000	*
9	42,419	*
10	42,400	*
11	41,535	
12	41,000	*
13	41,000	*
14	40,232	*
15	38,000	
16	37,982	
17	36,796	*
18	36,500	*
19	34,694	*
20	31,983	
21	29,500	
22	28,750	*
23	28,212	
24	27,500	*
25	26,325	
26	25,685	
27	22,320	
28	18,900	
AVERAGE	37,240	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS): NURSING

RANK	SALARY	
1	52,164	*
2	52,000	*
3	50,700	*
4	49,611	*
5	49,135	*
6	49,000	
7	48,200	*
8	48,000	
9	47,800	*
10	47,500	*
11	46,500	*
12	46,325	*
13	45,801	*
14	45,700	*
15	45,000	*
16	45,000	*
17	44,500	
18	44,280	*
19	44,200	*
20	43,500	*
21	43,500	*
22	43,500	*
23	43,093	*
24	42,500	*
25	42,360	*
26	42,300	
27	42,000	
28	41,743	*
29	41,333	*
30	40,823	*
31	40,620	*
32	40,200	*
33	40,172	*
34	40,150	
35	39,600	*
36	39,375	*
37	38,770	*
38	38,750	*
39	38,600	
40	38,028	*
41	38,000	*
42	38,000	*
43	37,068	*
44	37,000	*
45	35,940	
46	34,800	*
47	34,000	
48	33,903	
49	32,500	*
50	32,500	
51	31,647	
52	29,658	
53	26,950	
54	26,540	
55	26,500	*
56	23,982	
AVERAGE	40,738	

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY	
1	55,500	*
2	54,700	*
3	54,100	*
4	51,950	*
5	50,000	*
6	49,584	*
7	49,500	*
8	49,000	*
9	48,100	*
10	47,500	*
11	47,000	*
12	46,340	*
13	46,200	
14	45,739	
15	44,800	
16	43,553	
17	42,720	
18	42,533	*
19	42,360	
20	42,048	*
21	41,659	*
22	40,992	*
23	40,325	
24	39,311	
25	39,200	*
26	39,100	
27	38,400	*
28	38,335	
29	38,064	
30	38,000	
31	37,888	
32	37,350	
33	36,320	
34	36,300	
35	36,040	
36	36,002	*
37	35,700	*
38	33,426	
39	31,647	
40	30,620	
AVERAGE	42,448	

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY	
1	55,000	*
2	51,000	*
3	50,000	*
4	49,000	*
5	47,000	*
6	46,806	*
7	45,600	
8	44,700	*
9	43,650	
10	43,600	*
11	43,553	
12	43,278	
13	43,000	*
14	41,855	
15	37,888	
16	37,600	*
17	36,796	*
18	36,000	
19	31,058	*
20	30,800	*
21	30,144	*
22	24,464	
AVERAGE	41,491	

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY	
1	51,394	*
2	50,612	*
3	49,500	*
4	47,700	*
5	47,009	*
6	46,788	
7	46,000	*
8	46,000	*
9	45,100	*
10	45,000	*
11	44,171	
12	43,450	*
13	43,000	*
14	43,000	*
15	42,660	*
16	42,505	
17	41,844	*
18	41,323	*
19	40,796	*
20	40,000	*
21	39,500	*
22	39,500	*
23	38,615	*
24	38,600	
25	36,780	
26	36,000	*
27	35,296	*
28	35,004	*
29	34,000	*
30	33,500	
31	32,700	*
32	30,228	
33	27,480	*
34	24,500	
35	21,500	
AVERAGE	40,036	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DEANS (DIRECTORS): PHARMACY

RANK	SALARY	
1	56,450	*
2	55,300	*
3	54,500	*
4	53,073	*
5	50,800	
6	49,800	*
7	49,442	*
8	49,250	*
9	49,000	*
10	48,900	*
11	48,548	*
12	48,190	*
13	48,000	*
14	47,800	*
15	47,800	*
16	46,200	*
17	45,600	*
18	44,940	*
19	44,500	*
20	44,050	*
21	42,684	*
22	42,504	*
23	42,265	*
24	41,988	*
25	38,200	*
26	37,850	*
27	36,300	
28	35,528	*
29	33,333	*
30	33,000	*
31	30,014	
AVERAGE	45,026	

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY	
1	48,700	*
2	47,984	*
3	44,245	
4	43,745	*
5	43,600	*
6	43,181	*
7	42,565	*
8	41,656	
9	39,300	*
10	39,000	*
11	38,800	*
12	36,800	*
13	36,405	
14	35,950	
15	35,800	
16	35,333	
17	35,150	*
18	34,335	*
19	34,167	*
20	33,948	*
21	32,900	
22	31,647	
23	30,330	
24	30,324	*
AVERAGE	38,161	

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY	
1	61,700	*
2	55,300	*
3	55,000	*
4	55,000	*
5	54,945	*
6	51,745	*
7	51,200	*
8	51,000	*
9	50,825	*
10	50,300	*
11	50,000	*
12	49,200	*
13	48,852	*
14	47,000	*
15	46,860	*
16	46,680	*
17	45,600	*
18	42,000	*
19	40,248	*
AVERAGE	50,182	

LEGAL COUNSEL

RANK	SALARY	
1	62,500	*
2	50,900	
3	49,350	*
4	49,200	*
5	49,000	
6	46,000	
7	45,936	*
8	43,143	*
9	42,800	*
10	42,550	
11	42,000	*
12	41,000	*
13	40,500	
14	40,400	*
15	40,000	
16	40,000	
17	40,000	*
18	40,000	*
19	40,000	*
20	39,684	
21	38,750	*
22	38,000	*
23	37,386	*
24	36,600	*
25	36,278	*
26	35,000	
27	35,000	
28	32,741	*
29	32,151	*
30	32,100	*
31	31,250	
32	31,100	*
33	31,000	*
34	30,307	
35	30,000	*
36	29,500	
37	29,040	*
38	28,650	
39	27,700	*
40	27,500	*
41	27,500	
42	26,800	
43	26,000	*
44	25,244	*
45	24,000	
46	23,900	*
47	22,251	*
48	21,000	*
49	14,310	*
AVERAGE	35,633	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

REGISTRAR

RANK	SALARY	
1	43,500	*
2	42,661	*
3	40,000	*
4	39,800	*
5	39,737	*
6	38,700	
7	38,400	*
8	38,200	*
9	38,040	*
10	37,900	*
11	37,768	*
12	37,648	*
13	37,500	*
14	37,500	*
15	36,630	
16	36,480	
17	36,050	*
18	36,000	*
19	35,600	*
20	35,200	*
21	35,000	*
22	34,900	*
23	34,740	*
24	34,700	*
25	34,210	
26	34,200	*
27	34,020	*
28	34,008	*
29	33,854	*
30	33,686	
31	33,648	*
32	33,500	*
33	33,490	*
34	33,185	*
35	33,100	
36	32,655	
37	32,600	
38	32,450	*
39	32,250	
40	32,100	*
41	32,000	*
42	31,800	*
43	31,500	*
44	31,500	
45	31,400	*
46	31,223	*
47	30,800	
48	30,700	*
49	30,389	
50	30,385	*
51	30,324	*
52	30,307	
53	30,175	
54	30,150	
55	30,113	*
56	30,000	*
57	30,000	*
58	29,876	
59	29,838	*
60	29,800	
61	29,790	*
62	29,500	*
63	29,200	
64	29,076	
65	29,000	*
66	28,900	*
67	28,900	*
68	28,800	*
69	28,462	
70	28,187	*
71	27,883	
72	27,350	*
73	27,269	
74	27,096	*
75	27,000	*
76	26,900	*
77	26,640	*
78	26,579	*
79	26,500	*
80	26,450	*
81	26,400	
82	26,000	*
83	25,900	
84	25,800	
85	25,576	
86	25,500	*
87	25,500	
88	25,280	*
89	25,020	*
90	25,000	*
91	24,900	
92	24,814	
93	24,802	
94	24,717	*
95	24,717	*
96	24,384	*
97	24,300	*
98	24,031	*
99	23,907	
100	23,850	
101	23,745	
102	23,540	
103	23,400	*
104	23,232	*
105	23,019	
106	22,853	*
107	22,728	
108	22,715	
109	22,596	
110	22,500	
111	22,470	*
112	21,700	
113	21,600	
114	21,101	*
115	19,000	
116	18,200	
AVERAGE	29,846	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY	
1	58,219	*
2	57,500	*
3	50,000	*
4	49,100	*
5	49,000	*
6	48,500	*
7	48,000	*
8	47,500	*
9	47,500	*
10	46,400	*
11	46,000	*
12	45,800	*
13	44,500	*
14	44,500	*
15	44,400	*
16	44,400	*
17	44,000	*
18	43,884	*
19	43,750	*
20	43,639	*
21	43,000	
22	42,850	
23	42,700	*
24	42,400	*
25	42,000	*
26	41,975	*
27	41,800	*
28	41,050	
29	41,000	*
30	41,000	
31	40,800	*
32	40,752	
33	40,750	*
34	40,500	*
35	40,439	*
36	40,356	*
37	40,000	*
38	39,900	*
39	39,600	*
40	39,480	*
41	39,400	*
42	39,384	*
43	39,340	
44	39,240	*
45	39,200	*
46	39,020	*
47	39,000	
48	38,794	*
49	38,747	
50	38,734	*
51	38,692	
52	38,500	*
53	38,460	*
54	38,158	*
55	38,074	*
56	38,040	*
57	38,002	*
58	38,000	*
59	37,742	*
60	37,500	*
61	37,500	*
62	37,500	*
63	37,450	*
64	37,382	
65	37,253	*
66	37,100	
67	37,056	*
68	37,000	*
69	37,000	
70	37,000	*
71	36,796	*
72	36,744	*
73	36,553	
74	36,545	
75	36,500	*
76	36,300	*
77	36,300	*
78	36,262	
79	36,204	*
80	36,200	
81	36,050	
82	35,900	
83	35,800	*
84	35,600	*
85	35,400	
86	35,235	
87	35,166	*
88	35,000	
89	34,600	
90	34,500	*
91	34,450	
92	34,206	*
93	34,025	*
94	34,020	
95	34,000	
96	34,000	
97	33,950	
98	33,610	
99	33,548	*
100	33,548	*
101	33,357	*
102	33,193	
103	33,072	
104	32,832	
105	32,112	
106	32,000	
107	31,658	
108	31,600	
109	31,522	*
110	31,250	*
111	31,000	
112	31,000	*
113	30,948	
114	30,783	
115	30,396	
116	30,000	*
117	30,000	*
118	29,500	
119	29,205	
120	27,947	*
121	27,545	
122	27,335	
123	25,729	
124	24,000	
125	23,000	
126	22,500	
AVERAGE	37,649	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY	
1	54,500	*
2	52,000	*
3	51,000	*
4	48,800	*
5	47,850	*
6	46,748	*
7	45,768	*
8	44,300	*
9	44,060	*
10	44,000	*
11	43,560	*
12	43,475	*
13	43,400	*
14	42,900	*
15	42,800	*
16	42,000	*
17	42,000	*
18	41,944	*
19	41,700	*
20	41,500	*
21	40,960	*
22	40,500	*
23	40,480	*
24	40,257	*
25	40,200	*
26	40,100	*
27	39,636	*
28	39,600	*
29	39,600	
30	39,600	*
31	39,056	*
32	38,600	*
33	38,500	*
34	38,200	*
35	38,200	
36	38,100	*
37	37,860	*
38	37,800	*
39	37,550	*
40	37,500	*
41	37,020	*
42	37,000	*
43	37,000	*
44	37,000	*
45	36,963	
46	36,915	
47	36,796	*
48	36,553	
49	36,000	*
50	36,000	*
51	35,900	*
52	35,705	
53	35,640	*
54	35,500	*
55	35,400	
56	35,300	
57	35,004	*
58	35,000	*
59	35,000	*
60	35,000	
61	34,992	*
62	34,800	*
63	34,500	
64	34,200	*
65	34,070	*
66	34,030	
67	33,990	
68	33,900	
69	33,888	
70	33,700	*
71	33,165	
72	33,100	
73	33,072	*
74	32,850	*
75	32,726	
76	32,630	*
77	32,200	
78	32,000	
79	31,839	
80	31,800	
81	31,750	
82	31,500	
83	31,500	
84	31,500	
85	31,446	
86	31,351	*
87	31,214	
88	31,163	
89	30,902	
90	30,000	*
91	29,964	*
92	29,700	*
93	29,580	
94	28,820	
95	28,000	
96	28,000	
97	27,972	*
98	27,545	
99	27,500	*
100	27,336	
101	27,300	*
102	27,019	
103	27,000	
104	26,745	
105	25,965	
106	25,883	*
107	25,486	*
108	24,898	
109	24,250	
110	22,553	
111	20,250	*
AVERAGE	35,574	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

DIRECTOR OF PERSONNEL

RANK	SALARY	
1	51,000	*
2	44,000	*
3	41,300	*
4	41,060	*
5	41,000	*
6	40,400	*
7	40,000	*
8	39,800	*
9	39,707	*
10	38,600	*
11	37,500	*
12	37,146	*
13	36,840	
14	35,500	
15	35,350	
16	35,300	*
17	35,300	
18	34,800	*
19	34,000	*
20	34,000	*
21	34,000	*
22	33,500	*
23	33,100	*
24	33,000	*
25	32,900	*
26	32,500	*
27	32,289	*
28	32,200	
29	32,050	*
30	32,000	*
31	31,612	*
32	31,227	*
33	31,002	*
34	31,002	*
35	30,900	*
36	30,828	*
37	30,800	
38	30,600	*
39	30,560	*
40	30,331	*
41	30,308	*
42	30,307	
43	30,108	*
44	30,036	
45	30,000	*
46	30,000	*
47	30,000	*
48	29,820	*
49	29,800	*
50	29,800	*
51	29,363	
52	29,329	*
53	29,244	*
54	29,237	*
55	29,208	*
56	28,903	
57	28,845	*
58	28,700	
59	28,680	*
60	28,626	
61	28,560	
62	28,500	
63	28,500	*
64	28,056	*
65	28,056	
66	28,056	*
67	28,000	*
68	27,800	*
69	27,500	*
70	27,500	
71	27,325	
72	26,760	*
73	26,652	*
74	26,500	*
75	26,300	
76	26,000	
77	25,806	
78	25,800	*
79	25,663	
80	25,350	*
81	25,320	*
82	25,020	*
83	24,497	*
84	24,362	*
85	24,000	*
86	23,974	
87	23,665	
88	23,650	*
89	23,600	*
90	23,500	*
91	23,400	
92	23,300	
93	23,213	
94	22,550	
95	22,428	
96	22,400	
97	22,301	
98	22,068	*
99	21,615	
100	21,379	
101	21,300	
102	20,736	
103	20,164	
104	18,228	*
105	16,181	
AVERAGE	29,570	

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY	
1	56,534	*
2	53,000	*
3	52,000	*
4	51,000	*
5	49,600	*
6	49,488	*
7	49,200	*
8	48,822	*
9	48,500	*
10	47,820	*
11	47,748	*
12	47,200	*
13	46,500	*
14	46,473	*
15	45,600	*
16	45,552	*
17	44,000	*
18	43,620	*
19	43,535	*
20	42,000	*
21	40,997	*
22	40,980	*
23	39,700	*
24	38,500	*
25	36,796	*
26	34,250	*
27	30,690	*
28	17,136	
AVERAGE	44,187	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES
IN FORTY-FOUR STATES

AFFIRMATIVE ACTION OFFICER

RANK	SALARY	
1	49,750	*
2	45,500	*
3	45,000	*
4	44,205	*
5	43,300	
6	40,600	*
7	40,250	
8	37,936	
9	37,236	*
10	37,171	*
11	36,796	*
12	35,100	*
13	34,736	*
14	34,656	
15	34,500	
16	33,996	*
17	33,100	*
18	33,000	*
19	32,695	
20	32,555	*
21	32,340	*
22	32,292	*
23	31,800	*
24	31,788	*
25	31,286	*
26	30,300	*
27	30,000	*
28	29,760	*
29	29,450	*
30	29,420	*
31	28,900	*
32	28,613	
33	28,500	*
34	28,340	*
35	28,035	*
36	27,950	
37	27,877	*
38	27,804	*
39	27,600	*
40	27,500	
41	27,000	*
42	26,970	
43	26,600	*
44	26,352	*
45	26,225	
46	25,920	*
47	25,900	*
48	25,767	
49	25,600	*
50	25,500	*
51	25,467	
52	25,400	
53	25,400	
54	25,256	
55	25,100	
56	25,000	
57	25,000	*
58	25,000	
59	24,742	*
60	24,668	*
61	24,650	*
62	24,300	*
63	24,240	*
64	24,211	*
65	24,200	
66	24,000	*
67	23,766	
68	23,577	*
69	23,500	*
70	23,500	
71	23,340	*
72	23,142	*
73	23,000	*
74	23,000	*
75	22,918	
76	22,580	*
77	22,550	
78	22,480	
79	22,335	
80	21,700	*
81	21,600	*
82	21,500	*
83	21,500	*
84	21,400	*
85	21,310	*
86	21,156	*
87	21,072	
88	21,029	
89	20,900	
90	20,600	*
91	20,400	
92	20,039	
93	20,000	*
94	19,976	*
95	19,800	*
96	19,300	*
97	19,152	
98	19,000	
99	18,782	*
100	17,820	*
101	17,150	*
102	16,909	
103	16,860	
104	16,500	
105	15,943	
106	15,305	*
107	14,240	
108	12,000	
AVERAGE	26,506	

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS -ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-three participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Florida Atlantic University
Florida State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama at Birmingham
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Carolina
University of South Florida
University of Southern Mississippi
University of Tennessee at Knoxville

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	70,000
2	61,600
3	59,360
4	55,000
AVERAGE	61,490

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	89,800
2	66,000
3	66,000
4	66,000
5	63,050
6	61,600
7	61,380
8	61,250
9	60,000
10	59,360
11	56,000
12	55,000
13	53,500
14	53,500
15	53,200
16	52,500
17	52,300
18	49,400
19	44,900
20	44,900
AVERAGE	58,482

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	60,051
2	60,000
3	59,700
4	54,600
5	53,500
6	52,500
7	51,600
8	51,500
9	50,100
10	50,000
11	48,600
12	47,200
13	46,545
14	46,000
15	46,000
16	45,000
17	44,832
18	44,000
19	43,350
20	42,180
21	41,250
AVERAGE	49,453

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	61,050
2	55,200
3	55,200
4	52,500
5	44,832
6	23,353
AVERAGE	48,689

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	56,000
2	53,500
3	52,000
4	52,000
5	50,276
6	47,300
7	47,175
8	46,500
9	46,000
10	45,000
11	44,500
12	44,000
13	42,300
14	41,400
15	39,629
16	39,600
17	35,772
AVERAGE	46,056

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	41,640
2	36,000
3	32,520
4	26,172
5	26,000
AVERAGE	32,466

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	47,080
2	39,000
3	38,580
4	38,520
5	38,300
6	37,101
7	36,500
8	35,000
9	33,400
10	30,910
11	30,556
12	29,900
13	29,140
14	27,936
15	23,376
AVERAGE	34,353

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	41,640
2	37,400
3	34,500
4	30,524
5	16,176
AVERAGE	32,048

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	38,092
2	38,000
3	37,440
4	36,380
5	36,132
6	35,011
7	34,500
8	34,421
9	33,100
10	31,583
11	31,284
12	29,900
13	28,235
14	26,250
15	24,530
16	24,500
17	17,400
AVERAGE	31,574

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	50,865
2	48,900
3	46,800
4	46,648
5	46,000
6	46,000
7	44,850
8	43,929
9	43,442
10	42,300
11	40,660
12	40,200
13	40,000
14	39,396
15	36,000
16	34,770
AVERAGE	43,173

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	42,800
2	42,421
3	42,052
4	40,712
5	37,500
6	36,567
7	35,004
8	33,170
9	33,000
10	32,400
11	31,610
12	30,140
13	29,450
14	28,900
15	28,500
16	28,275
17	27,682
18	26,920
19	25,000
20	23,132
AVERAGE	32,762

STUDENT AFFAIRS OFFICERS: DEAN OF MEN

RANK	SALARY
1	26,767
2	26,460
3	25,711
4	23,888
5	21,660
AVERAGE	24,897

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF WOMEN

RANK	SALARY
1	28,791
2	26,767
3	25,044
4	24,510
5	20,865
6	20,395
AVERAGE	24,195

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	52,369
2	47,000
3	45,903
4	41,400
AVERAGE	46,668

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	55,440
2	48,500
3	46,650
4	45,454
5	45,000
6	44,500
7	44,100
8	43,300
9	43,200
10	42,300
11	35,544
AVERAGE	44,908

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	49,152
2	44,914
3	37,000
4	36,630
5	35,592
6	35,300
7	35,280
8	34,656
9	31,410
10	31,000
11	28,520
12	27,435
13	27,000
14	24,500
AVERAGE	34,171

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	42,500
2	35,424
3	34,100
4	20,062
AVERAGE	33,022

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	47,600
2	45,000
3	41,792
4	27,953
AVERAGE	40,586

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	36,210
2	36,000
3	33,798
4	33,705
5	33,022
6	29,000
7	27,648
8	27,000
9	25,950
10	25,632
11	24,967
12	23,184
13	22,300
14	19,764
15	18,024
16	17,500
AVERAGE	27,107

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY
RELATIONS

RANK	SALARY
1	44,171
2	42,760
3	40,250
4	40,000
5	34,133
AVERAGE	40,263

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	42,600
2	35,310
3	33,357
4	29,844
5	29,600
6	29,350
7	27,650
AVERAGE	32,530

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	52,000
2	42,100
3	36,210
4	35,000
5	34,300
6	32,424
7	28,500
AVERAGE	37,219

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	40,000
2	38,520
3	36,960
4	34,729
5	33,900
6	32,208
7	32,090
8	31,000
9	29,761
10	27,000
11	22,855
AVERAGE	32,584

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	49,500
2	48,600
3	47,600
4	45,500
5	43,240
6	42,500
7	42,000
8	42,000
9	41,063
10	33,403
AVERAGE	43,541

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	40,000
2	39,297
3	38,850
4	36,132
5	36,120
6	34,339
7	33,100
8	32,679
9	30,524
10	26,690
11	26,000
AVERAGE	33,976

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	39,620
2	38,948
3	38,400
4	37,500
5	36,265
6	33,500
7	32,700
8	32,100
9	32,000
10	32,000
11	31,901
12	29,300
13	29,250
14	26,400
15	21,000
16	20,934
AVERAGE	31,989

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	55,000
2	54,400
3	52,000
4	51,985
5	50,000
6	45,900
7	44,900
8	44,000
9	40,660
10	40,000
11	39,020
12	38,031
13	37,128
14	36,000
AVERAGE	44,930

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF WOMEN

RANK	SALARY
1	28,791
2	26,767
3	25,044
4	24,510
5	20,865
6	20,395
AVERAGE	24,395

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	52,369
2	47,000
3	45,903
4	41,400
AVERAGE	46,668

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	55,440
2	48,500
3	46,650
4	45,454
5	45,000
6	44,500
7	44,100
8	43,300
9	43,200
10	42,300
11	35,544
AVERAGE	44,908

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	49,152
2	44,914
3	37,000
4	36,630
5	35,592
6	35,300
7	35,280
8	34,656
9	31,410
10	31,000
11	28,520
12	27,435
13	27,000
14	24,500
AVERAGE	34,171

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	42,500
2	35,424
3	34,100
4	20,062
AVERAGE	33,022

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	47,600
2	45,000
3	41,792
4	27,953
AVERAGE	40,586

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	36,210
2	36,000
3	33,798
4	33,705
5	33,022
6	29,000
7	27,648
8	27,000
9	25,950
10	25,632
11	24,967
12	23,184
13	22,300
14	19,764
15	18,024
16	17,500
AVERAGE	27,107

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY
RELATIONS

RANK	SALARY
1	44,171
2	42,760
3	40,250
4	40,000
5	34,133
AVERAGE	40,263

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	42,600
2	35,310
3	33,357
4	29,844
5	29,600
6	29,350
7	27,650
AVERAGE	32,530

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	52,000
2	42,100
3	36,210
4	35,000
5	34,300
6	32,424
7	28,500
AVERAGE	37,219

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	40,000
2	38,520
3	36,960
4	34,729
5	33,900
6	32,208
7	32,090
8	31,000
9	29,761
10	27,000
11	22,855
AVERAGE	32,584

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	49,500
2	48,600
3	47,600
4	45,500
5	43,240
6	42,500
7	42,000
8	42,000
9	41,065
10	33,403
AVERAGE	43,541

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	40,000
2	39,297
3	38,850
4	36,132
5	36,120
6	34,339
7	33,100
8	32,679
9	30,524
10	26,690
11	26,000
AVERAGE	33,976

RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	39,620
2	38,948
3	38,400
4	37,500
5	36,265
6	33,500
7	32,700
8	32,100
9	32,000
10	32,000
11	31,901
12	29,300
13	29,250
14	26,400
15	21,000
16	20,934
AVERAGE	31,989

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	55,000
2	54,400
3	52,000
4	51,985
5	50,000
6	45,900
7	44,900
8	44,000
9	40,660
10	40,000
11	39,020
12	38,031
13	37,128
14	36,000
AVERAGE	44,930

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	49,000
2	46,937
3	44,520
4	42,700
5	42,000
6	40,269
7	39,035
8	37,000
AVERAGE	42,685

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	53,900
2	53,000
3	49,560
4	45,900
5	45,000
6	44,700
7	41,725
8	32,208
9	27,715
AVERAGE	43,745

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	55,993
2	55,000
3	52,769
4	48,000
5	47,000
6	47,000
7	46,600
8	45,000
9	44,660
10	44,500
11	44,100
12	44,000
13	43,741
14	43,620
15	43,500
16	42,000
17	40,125
18	39,312
19	38,600
20	38,260
21	35,952
AVERAGE	44,654

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	50,000
2	47,000
3	45,500
4	43,870
5	43,466
6	42,217
7	40,446
8	39,980
9	36,800
10	36,000
11	35,250
12	33,500
13	33,370
14	31,668
15	30,750
16	27,900
17	27,500
18	27,441
19	27,004
AVERAGE	36,824

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	54,400
2	50,000
3	49,900
4	46,062
5	46,000
6	46,000
7	45,152
8	45,000
9	45,000
10	43,425
11	43,000
12	42,000
13	41,577
14	41,100
15	40,500
16	39,736
17	39,500
18	39,120
19	39,100
20	35,980
21	35,952
22	32,500
AVERAGE	42,773

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	50,510
2	50,000
3	49,560
4	49,000
5	48,000
6	48,000
7	46,856
8	44,400
9	43,500
10	42,800
11	41,730
12	41,657
13	36,620
AVERAGE	45,587

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	45,600
2	44,520
3	39,590
4	38,600
5	38,000
6	33,600
AVERAGE	39,985

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	51,282
2	49,100
3	42,982
4	41,730
5	40,625
AVERAGE	45,144

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	54,820
2	51,200
3	46,675
4	46,000
5	45,000
6	45,000
7	44,393
8	44,300
9	44,100
10	44,000
11	43,750
12	43,620
13	40,446
14	39,500
15	38,195
16	37,500
17	36,040
18	35,304
19	32,329
AVERAGE	42,746

DEANS (DIRECTORS): HEALTH/ PHYS EDUCATION/RECREATION

RANK	SALARY
1	43,200
2	40,125
3	36,440
4	36,400
5	31,936
6	31,816
7	30,965
8	27,660
9	25,270
AVERAGE	33,757

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	49,634
2	44,000
3	41,725
4	40,000
5	38,880
6	38,000
7	36,500
8	36,400
9	27,955
10	26,142
11	24,636
AVERAGE	36,716

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	52,200
2	51,000
3	46,000
4	43,000
AVERAGE	48,050

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	48,134
2	42,307
3	42,200
4	40,000
5	33,500
6	32,852
7	25,131
AVERAGE	37,732

DEANS (DIRECTORS): LAW

RANK	SALARY
1	62,291
2	60,440
3	55,598
4	50,300
5	50,000
6	49,500
7	49,000
8	48,860
9	46,810
AVERAGE	52,535

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	48,000
2	45,000
3	44,660
4	40,660
5	39,100
6	36,380
AVERAGE	42,300

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	48,200
2	41,482
3	40,125
4	38,000
5	35,300
6	33,800
7	31,500
8	29,580
9	29,140
AVERAGE	36,347

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	75,000
2	64,362
3	63,000
4	62,500
5	33,200
AVERAGE	59,612

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	45,300
2	45,000
3	41,535
4	29,500
5	28,750
6	22,320
AVERAGE	35,401

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	52,164
2	49,000
3	47,800
4	44,500
5	44,280
6	44,200
7	43,093
8	42,000
9	40,620
10	40,200
11	38,600
12	38,000
13	32,500
14	29,658
15	26,540
AVERAGE	40,877

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	47,500
2	46,340
3	42,360
4	39,100
5	36,040
6	30,620
AVERAGE	40,327

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	51,000
2	49,000
3	45,600
4	43,630
5	43,000
6	31,058
7	24,464
AVERAGE	41,110

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	47,009
2	46,000
3	44,171
4	43,000
5	42,666
6	38,600
7	35,296
8	33,500
9	27,480
10	24,500
AVERAGE	38,222

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	56,450
2	47,800
3	46,200
4	45,600
5	44,940
6	42,265
AVERAGE	47,209

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	48,700
2	43,745
3	43,181
4	41,656
5	36,800
6	36,405
AVERAGE	41,748

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	54,945
2	50,825
3	50,300
4	45,600
AVERAGE	50,418

LEGAL COUNSEL

RANK	SALARY
1	49,350
2	40,000
3	40,000
4	36,278
5	35,000
6	31,250
7	31,000
8	27,500
9	22,251
AVERAGE	34,737

REGISTRAR

RANK	SALARY
1	39,800
2	37,500
3	36,630
4	35,200
5	33,500
6	33,490
7	32,600
8	31,500
9	30,175
10	30,000
11	29,876
12	29,800
13	29,790
14	25,500
15	25,020
16	24,717
17	24,717
18	23,540
19	22,853
20	21,600
21	19,000
AVERAGE	29,372

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	49,100
2	44,000
3	42,850
4	42,700
5	41,975
6	41,000
7	40,000
8	39,480
9	39,400
10	38,734
11	38,692
12	38,000
13	37,500
14	37,450
15	37,253
16	36,300
17	36,050
18	33,950
19	33,610
20	32,832
21	30,783
22	25,729
23	22,500
AVERAGE	37,386

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	51,000
2	44,300
3	42,800
4	42,800
5	41,700
6	40,960
7	39,600
8	39,056
9	38,500
10	37,020
11	36,963
12	36,915
13	35,300
14	34,800
15	32,000
16	31,839
17	30,000
18	28,000
19	27,336
20	27,300
21	27,000
AVERAGE	36,438

DIRECTOR OF PERSONNEL

RANK	SALARY
1	41,300
2	40,000
3	37,146
4	35,500
5	33,500
6	31,002
7	30,308
8	30,000
9	29,820
10	29,329
11	28,903
12	28,680
13	28,626
14	28,500
15	27,500
16	26,000
17	22,428
18	21,300
19	20,736
20	20,164
AVERAGE	29,537

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—ATLANTA REGION—

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	51,000
2	48,500
3	46,473
4	43,620
5	17,136
AVERAGE	41,346

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	45,500
2	45,000
3	44,205
4	43,300
5	40,600
6	34,656
7	33,996
8	31,286
9	27,950
10	25,400
11	23,500
12	22,480
13	19,976
14	16,860
15	15,943
16	12,000
AVERAGE	30,166

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-six participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University at Bloomington
Kent State University
Miami University
Michigan Technological University
Northern Illinois University
Oakland University
Ohio University
Purdue University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago Circle
University of Illinois at Urbana-Champaign
University of Michigan
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Wayne State University
Western Michigan University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
[illegible]	71,500
[illegible]	71,100
3	65,800
4	62,800
5	55,000
6	53,631
AVERAGE	63,305

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	75,000
2	67,900
3	67,500
4	67,000
5	65,000
6	65,000
7	64,733
8	62,300
9	60,000
10	60,000
11	58,200
12	57,800
13	55,000
14	55,000
15	55,000
16	55,000
17	55,000
18	54,960
19	54,000
20	52,500
21	52,000
AVERAGE	59,943

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	70,600
2	59,671
3	56,000
4	55,000
5	54,324
6	53,500
7	53,000
8	52,310
9	51,919
10	51,200
11	50,000
12	47,400
13	47,000
14	44,400
15	41,850
AVERAGE	52,545

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	61,750
2	52,450
3	52,400
4	52,310
5	50,100
6	49,250
7	48,897
8	47,900
9	44,604
AVERAGE	51,073

ACADEMIC OFFICERS:
DEAN OF FACULTIES OR INSTRUCTION

RANK	SALARY
1	54,000
2	52,500
3	39,300
AVERAGE	48,600

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	70,440
2	61,750
3	59,500
4	55,000
5	54,800
6	54,400
7	53,100
8	50,126
9	49,600
10	48,900
11	48,897
12	46,408
13	48,060
14	48,020
15	47,388
16	46,000
17	45,550
18	45,240
19	43,470
AVERAGE	51,508

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	48,000
2	42,600
3	36,750
4	35,000
5	30,000
6	25,870
AVERAGE	36,370

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	46,300
2	44,100
3	42,000
4	41,302
5	40,464
6	40,400
7	39,744
8	38,225
9	38,000
10	35,800
11	35,585
12	35,304
13	35,100
14	34,525
15	32,900
16	31,550
17	31,000
18	29,000
19	26,500
AVERAGE	36,726

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	61,750
2	59,500
3	53,100
4	33,050
5	28,536
6	26,000
7	24,144
AVERAGE	40,869

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	48,700
2	42,744
3	41,800
4	39,216
5	39,000
6	38,784
7	37,800
8	37,664
9	35,350
10	33,600
11	32,537
12	32,397
13	30,200
14	29,800
15	29,784
16	29,140
17	26,250
AVERAGE	35,574

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	52,900
2	49,900
3	48,665
4	48,200
5	45,857
6	44,400
7	44,020
8	43,354
9	43,000
10	43,000
11	42,000
12	42,000
13	41,952
14	41,600
15	41,600
16	41,316
17	40,392
18	40,000
19	40,000
AVERAGE	43,903

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	48,000
2	42,500
3	39,900
4	38,400
5	38,300
6	38,300
7	38,000
8	37,450
9	33,712
10	32,950
11	32,100
12	31,750
13	29,925
14	27,488
15	23,004
AVERAGE	35,432

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS: DEAN OF MEN

RANK	SALARY
1	36,989
2	35,496
3	20,344
AVERAGE	30,943

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	52,600
2	51,200
3	49,000
4	43,560
5	41,000
AVERAGE	47,472

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	41,290
2	40,656
3	40,100
4	39,830
5	37,400
6	36,800
7	35,500
8	35,400
9	35,100
10	33,550
11	31,752
12	31,740
13	28,300
14	24,000
AVERAGE	35,101

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	43,500
2	38,000
3	32,100
AVERAGE	37,867

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	50,600
2	46,739
3	44,000
4	42,800
5	42,650
6	42,188
7	24,906
AVERAGE	41,983

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	41,008
2	39,700
3	34,250
4	34,000
5	33,550
6	33,288
7	32,850
8	31,200
9	30,876
10	30,200
11	28,500
12	27,800
13	26,304
14	25,438
15	24,325
16	20,000
17	18,900
18	18,100
AVERAGE	29,455

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	59,236
2	51,000
3	50,900
4	47,150
5	47,124
6	42,000
7	41,800
8	40,450
9	36,060
10	35,000
AVERAGE	45,072

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	29,700
2	27,755
3	27,100
4	26,070
AVERAGE	27,656

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	56,175
2	49,000
3	38,850
4	34,250
5	33,490
AVERAGE	42,353

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	47,615
2	36,000
3	34,175
4	33,350
5	31,980
6	31,000
7	30,444
8	30,000
9	30,000
10	29,600
11	29,000
12	20,000
AVERAGE	31,930

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI RELATIONS

RANK	SALARY
1	49,000
2	34,250
3	32,742
AVERAGE	38,664

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	63,300
2	59,000
3	46,909
AVERAGE	56,403

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	46,600
2	44,904
3	43,900
4	39,750
5	39,588
6	35,600
7	35,000
8	35,000
9	34,683
10	33,500
11	33,045
12	31,908
13	30,732
14	29,232
15	29,105
16	28,380
17	27,957
AVERAGE	35,228

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	44,300
2	42,744
3	41,400
4	39,000
5	33,700
6	32,401
7	31,440
8	31,248
9	31,200
10	30,000
11	29,200
12	28,550
13	25,700
14	25,000
15	23,673
16	22,250
AVERAGE	31,988

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	58,858
2	58,700
3	55,000
4	52,750
5	51,840
6	49,600
7	48,000
8	47,900
9	47,000
10	46,800
11	44,000
12	43,850
13	43,476
14	42,840
15	42,540
16	42,400
17	41,500
18	40,350
19	38,800
20	38,500
AVERAGE	46,735

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	50,940
2	49,000
3	48,100
4	46,900
5	45,150
6	42,590
7	39,048
AVERAGE	45,961

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	57,500
2	55,700
3	55,000
4	45,348
AVERAGE	53,387

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	63,000
2	53,500
3	53,000
4	53,000
5	52,800
6	52,000
7	51,900
8	51,700
9	50,000
10	47,155
11	46,920
12	46,000
13	45,739
14	45,150
15	45,150
16	45,000
17	43,692
18	43,650
19	43,150
20	42,612
21	42,150
22	40,350
23	39,072
24	38,160
25	37,200
AVERAGE	46,982

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	46,000
2	45,528
3	44,000
4	43,950
5	43,750
6	42,412
7	41,717
8	40,500
9	40,300
10	40,250
11	39,830
12	38,844
13	38,700
14	38,500
15	36,100
16	36,088
17	35,850
18	30,000
19	29,257
20	26,400
AVERAGE	38,899

DEANS (DIRECTORS): EARTH SCIENCES/ NATURAL RESOURCES

RANK	SALARY
1	57,500
2	49,464
3	33,225
AVERAGE	46,730

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	55,700
2	54,700
3	54,600
4	51,200
5	50,000
6	50,000
7	48,200
8	47,990
9	47,000
10	46,700
11	45,150
12	44,676
13	44,600
14	44,250
15	44,150
16	44,000
17	43,500
18	43,014
19	43,000
20	41,186
21	41,000
22	40,164
23	39,294
24	32,100
AVERAGE	45,674

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	62,723
2	58,200
3	58,000
4	56,800
5	55,400
6	54,000
7	53,500
8	51,500
9	51,000
10	50,800
11	46,000
12	45,000
13	44,300
14	42,000
15	41,832
AVERAGE	51,404

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	48,600
2	48,100
3	46,620
4	46,450
5	44,604
6	43,980
7	43,500
8	43,200
9	43,014
10	42,700
11	42,500
12	42,450
13	42,400
14	34,700
15	28,671
AVERAGE	42,766

DEANS (DIRECTORS): FORESTRY

RANK	SALARY
1	49,440
2	45,739
3	44,100
4	39,800
AVERAGE	44,770

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	59,000
2	59,000
3	58,000
4	53,500
5	53,150
6	52,000
7	48,700
8	48,000
9	47,000
10	45,000
11	43,900
12	43,800
13	43,700
14	43,176
15	42,300
16	41,040
17	40,956
18	39,000
19	38,700
20	37,170
21	36,108
22	34,800
AVERAGE	45,818

DEANS (DIRECTORS): HEALTH/ PHYS EDUCATION/RECREATION

RANK	SALARY
1	46,100
2	44,000
3	43,850
4	42,500
5	42,300
6	42,012
7	40,000
8	36,320
9	36,000
10	35,640
11	34,000
12	28,675
13	26,750
AVERAGE	38,319

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	49,900
2	48,200
3	45,200
4	44,600
5	26,625
AVERAGE	42,905

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	55,700
2	40,830
3	34,404
AVERAGE	43,645

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	49,560
2	47,500
3	44,390
4	42,225
5	41,832
6	34,300
AVERAGE	43,301

DEANS (DIRECTORS): LAW

RANK	SALARY
1	60,400
2	58,000
3	58,000
4	57,200
5	56,000
6	55,000
7	51,800
8	40,800
9	39,875
10	36,350
AVERAGE	51,343

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	54,000
2	33,500
3	44,000
4	36,100
AVERAGE	46,900

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	47,500
2	46,595
3	42,913
4	42,500
5	40,000
6	37,300
7	36,600
AVERAGE	41,915

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	75,084
2	65,000
3	58,700
4	42,720
AVERAGE	60,376

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	47,000
2	47,000
3	45,800
4	41,000
5	38,000
6	26,325
AVERAGE	40,854

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	51,594
2	50,612
3	49,500
4	47,700
5	46,000
6	43,450
7	38,615
8	36,780
AVERAGE	45,531

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	55,300
2	51,000
3	50,000
AVERAGE	52,100

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	52,000
2	50,700
3	49,135
4	48,200
5	45,700
6	43,500
7	42,300
8	40,150
9	39,375
10	38,028
11	34,800
12	34,000
AVERAGE	43,157

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	55,300
2	54,500
3	48,900
4	48,190
5	47,800
AVERAGE	50,938

LEGAL COUNSEL

RANK	SALARY
1	62,500
2	50,900
3	46,000
4	42,800
5	42,550
6	39,684
7	38,000
8	31,100
9	29,500
10	28,650
11	27,500
12	25,244
13	23,900
AVERAGE	37,564

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	51,950
2	50,000
3	45,739
4	42,720
5	42,048
6	40,992
7	39,311
8	39,200
9	37,350
10	36,320
AVERAGE	42,563

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	44,245
2	42,565
3	39,100
4	38,800
5	35,950
6	33,948
AVERAGE	39,135

REGISTRAR

RANK	SALARY
1	43,500
2	38,400
3	38,200
4	37,648
5	36,050
6	34,020
7	33,688
8	32,450
9	32,250
10	32,000
11	30,800
12	30,389
13	30,385
14	30,150
15	29,076
16	28,900
17	26,900
18	26,400
19	26,000
20	25,576
21	24,900
22	23,745
AVERAGE	31,429

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—CHICAGO REGION—

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	57,500
2	49,000
3	48,500
4	48,000
5	47,500
6	46,000
7	44,400
8	43,884
9	43,750
10	41,050
11	40,800
12	40,752
13	39,900
14	38,747
15	37,382
16	37,100
17	37,056
18	37,000
19	36,300
20	35,900
21	35,800
22	35,600
23	35,400
24	34,020
25	34,000
26	29,205
AVERAGE	40,559

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	54,500
2	52,000
3	46,748
4	45,768
5	42,000
6	40,100
7	39,600
8	37,800
9	37,000
10	37,000
11	35,000
12	34,992
13	34,500
14	33,100
15	32,726
16	32,200
17	31,500
18	31,446
19	31,214
20	30,902
21	29,700
22	29,580
AVERAGE	37,244

DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,000
2	44,000
3	41,000
4	37,500
5	36,840
6	35,300
7	34,800
8	34,000
9	34,000
10	32,289
11	32,200
12	30,800
13	30,036
14	30,000
15	29,244
16	29,203
17	28,560
18	28,500
19	26,300
20	25,800
21	23,974
AVERAGE	33,112

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	49,750
2	40,250
3	37,171
4	35,100
5	34,500
6	33,000
7	30,300
8	29,760
9	29,450
10	27,804
11	27,600
12	27,500
13	27,000
14	26,970
15	25,900
16	25,767
17	24,300
18	23,766
19	23,500
20	22,918
21	22,335
22	21,700
23	21,500
24	19,152
AVERAGE	28,625

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The nineteen participating universities from this region are as follows:

Lamar University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Northwestern State University of Louisiana
Oklahoma State University at Stillwater
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
University of Arkansas
University of Houston
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DALLAS REGION—

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	66,500
2	65,000
3	63,000
4	63,000
5	60,500
6	60,000
7	59,500
8	59,300
9	56,760
10	55,000
11	51,800
12	51,800
13	51,228
14	50,800
15	50,450
16	49,589
17	47,800
18	47,619
AVERAGE	56,091

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	56,000
2	53,820
3	52,020
4	51,000
5	50,000
6	49,700
7	47,636
8	46,400
9	45,000
10	43,992
11	43,700
12	41,800
13	41,600
14	41,340
15	37,675
16	36,571
17	35,689
AVERAGE	45,526

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	57,500
2	53,000
3	39,000
4	32,647
AVERAGE	45,537

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	55,000
2	54,000
3	50,600
4	50,000
5	49,000
6	46,800
7	46,620
8	46,500
9	45,000
10	44,000
11	43,790
12	41,600
13	40,720
14	37,765
AVERAGE	46,528

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	38,900
2	36,025
3	35,100
4	32,220
5	31,500
6	25,980
7	24,000
8	22,500
9	21,588
AVERAGE	29,757

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	40,000
2	37,517
3	37,428
4	36,000
5	34,700
6	34,104
7	33,600
8	32,200
9	30,698
10	26,300
11	26,290
12	22,504
AVERAGE	32,612

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	29,500
2	25,740
3	21,840
AVERAGE	25,693

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	36,000
2	31,020
3	31,000
4	30,492
5	26,220
6	25,740
7	25,200
8	24,000
AVERAGE	28,709

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	46,000
2	44,000
3	43,100
4	41,340
5	40,464
6	40,000
7	39,936
8	39,000
9	38,960
10	38,750
11	38,520
12	34,375
13	28,400
AVERAGE	39,450

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	35,280
2	35,000
3	34,056
4	33,296
5	29,060
6	28,310
7	28,298
8	27,000
9	26,750
10	26,500
11	26,364
12	24,500
13	23,597
14	20,068
AVERAGE	28,434

ADMINISTRATIVE OPERATIONS OFFICERS: EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	53,820
2	49,000
3	43,500
AVERAGE	48,773

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	54,600
2	46,500
3	42,100
4	39,936
5	39,100
6	37,936
AVERAGE	43,362

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF ADMISSIONS

RANK	SALARY
1	42,000
2	33,842
3	30,500
4	21,918
AVERAGE	32,065

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	46,000
2	38,500
3	37,517
4	34,764
5	33,240
6	30,000
7	28,620
8	26,000
9	23,592
AVERAGE	33,137

PUBLIC RELATIONS AND DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	50,340
2	45,000
3	36,025
AVERAGE	43,788

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DALLAS REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	34,680
2	29,233
3	28,377
4	28,056
5	26,950
6	26,300
7	24,480
8	22,494
9	22,248
10	21,142
11	20,460
12	19,341
13	17,455
AVERAGE	24,709

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	45,000
2	42,000
3	31,593
4	30,000
AVERAGE	37,148

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	45,001
2	45,000
3	39,600
4	37,200
5	34,500
AVERAGE	40,260

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	42,000
2	37,680
3	36,000
4	30,500
5	29,000
6	28,890
7	25,925
8	25,000
AVERAGE	31,862

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	50,000
2	47,000
3	44,124
4	44,000
AVERAGE	46,281

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	43,700
2	43,200
3	39,733
4	37,517
5	36,562
6	34,000
7	33,500
8	31,422
9	28,453
10	24,400
11	23,592
AVERAGE	34,189

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	51,480
2	37,860
3	33,000
4	32,395
5	31,212
6	30,000
7	28,950
8	28,545
9	28,400
10	22,450
11	20,700
AVERAGE	31,363

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	47,000
2	46,908
3	46,788
4	46,000
5	43,720
6	39,756
7	36,266
8	34,788
AVERAGE	42,903

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	47,000
2	41,556
3	41,000
4	39,000
5	37,200
6	28,325
AVERAGE	39,014

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DALLAS REGION—

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	50,556
2	49,488
3	41,760
4	41,000
5	39,756
6	34,643
7	29,975
AVERAGE	41,025

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	52,500
2	51,600
3	51,500
4	49,000
5	49,000
6	46,000
7	44,004
8	43,440
9	42,000
10	41,600
11	40,325
12	39,953
13	38,064
14	37,740
15	35,867
16	35,232
17	34,418
18	31,647
AVERAGE	42,438

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	45,324
2	42,000
3	40,000
4	39,200
5	36,403
6	36,000
7	33,804
8	30,330
9	21,700
10	19,980
11	14,500
12	14,412
AVERAGE	31,163

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	53,000
2	50,000
3	49,500
4	46,788
5	46,236
6	44,640
7	41,160
8	41,000
9	40,500
10	40,184
11	39,756
12	39,264
13	39,095
14	35,915
15	33,235
16	31,647
17	28,667
AVERAGE	41,211

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	69,756
2	62,808
3	62,400
4	56,000
5	47,000
6	46,000
7	45,900
8	44,088
9	44,000
10	40,325
11	39,950
12	38,800
13	34,788
AVERAGE	48,601

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	49,500
2	39,790
3	39,480
4	38,064
5	36,000
AVERAGE	40,567

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DALLAS REGION—

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	50,000
2	48,000
3	44,400
4	44,000
5	42,893
6	41,604
7	41,600
8	40,287
9	39,756
10	39,733
11	39,500
12	39,250
13	38,000
14	35,233
15	32,830
16	32,100
17	31,647
AVERAGE	40,049

DEANS (DIRECTORS): HEALTH/ PHYS EDUCATION/RECREATION

RANK	SALARY
1	49,500
2	42,500
3	30,600
4	26,892
AVERAGE	37,373

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	44,700
2	41,000
3	32,450
4	31,677
5	29,800
6	26,403
7	23,211
AVERAGE	32,749

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	57,300
2	46,000
3	36,000
4	29,000
5	26,487
AVERAGE	38,957

DEANS (DIRECTORS): LAW

RANK	SALARY
1	59,000
2	47,100
3	46,116
AVERAGE	50,739

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	50,304
2	49,500
3	40,836
4	39,480
5	38,500
6	36,300
7	34,454
8	31,647
AVERAGE	40,128

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	43,500
2	37,058
3	34,600
AVERAGE	38,386

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	49,500
2	37,982
3	36,500
4	31,983
5	25,685
6	18,900
AVERAGE	33,425

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	47,500
2	46,325
3	42,500
4	35,940
5	33,903
6	31,647
7	26,950
AVERAGE	37,824

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DALLAS REGION—

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	55,500
2	49,500
3	48,100
4	46,200
5	42,533
6	40,325
7	38,335
8	38,064
9	36,300
10	31,647
AVERAGE	42,650

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	46,788
2	45,000
3	43,000
4	36,000
5	30,228
AVERAGE	40,203

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	49,000
2	48,000
3	36,300
AVERAGE	44,433

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	39,000
2	35,333
3	31,647
4	30,330
AVERAGE	34,078

LEGAL COUNSEL

RANK	SALARY
1	49,000
2	40,000
3	37,386
4	36,600
5	35,000
6	14,310
AVERAGE	35,383

REGISTRAR

RANK	SALARY
1	34,740
2	34,700
3	30,000
4	29,500
5	29,200
6	27,883
7	27,096
8	27,000
9	26,640
10	26,450
11	25,800
12	24,814
13	24,802
14	23,019
15	22,728
16	22,715
17	22,596
18	21,700
AVERAGE	26,744

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DALLAS REGION—

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	44,500
2	40,500
3	39,240
4	39,000
5	38,460
6	37,500
7	36,204
8	34,450
9	34,206
10	33,357
11	32,112
12	31,658
13	30,948
14	30,396
15	29,500
16	27,545
17	27,335
18	24,000
AVERAGE	33,940

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	41,500
2	38,200
3	37,860
4	35,004
5	34,200
6	34,030
7	33,888
8	33,165
9	31,750
10	31,351
11	28,820
12	28,000
13	27,545
14	27,019
15	26,745
16	25,883
17	24,250
AVERAGE	31,718

DIRECTOR OF PERSONNEL

RANK	SALARY
1	32,500
2	32,000
3	30,900
4	29,800
5	27,325
6	25,806
7	25,320
8	24,362
9	22,550
10	21,615
11	21,379
12	16,181
AVERAGE	25,812

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	49,468
2	44,000
3	40,980
4	39,700
AVERAGE	43,542

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	37,936
2	32,340
3	28,500
4	25,400
5	25,000
6	24,650
7	24,211
8	24,000
9	22,550
10	21,156
11	21,072
12	17,820
13	16,500
14	14,240
AVERAGE	23,955

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The twelve participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
North Dakota State University
South Dakota School of Mines
and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of South Dakota
University of Wyoming
Utah State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DENVER REGION—

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	60,000
2	58,300
3	58,008
4	56,000
5	55,000
6	54,500
7	50,880
8	50,880
9	47,000
10	46,640
11	43,040
12	40,810
AVERAGE	51,755

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	58,500
2	57,500
3	51,000
4	44,300
5	44,004
6	44,000
7	42,000
8	40,983
9	39,000
10	38,500
11	38,000
AVERAGE	44,799

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	53,652
2	49,000
3	48,600
4	40,600
5	40,600
6	39,000
7	35,605
AVERAGE	43,865

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	31,000
2	26,500
3	26,500
4	22,200
AVERAGE	26,550

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	35,000
2	34,200
3	32,180
4	26,900
5	26,840
6	26,250
7	26,160
8	25,200
AVERAGE	29,091

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	34,500
2	32,300
3	32,000
4	26,220
5	24,000
6	22,500
7	22,320
AVERAGE	27,691

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	50,040
2	47,500
3	40,000
4	37,500
5	36,400
6	35,500
7	34,300
AVERAGE	40,177

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	36,400
2	30,500
3	30,000
4	28,020
5	27,413
6	26,300
AVERAGE	29,772

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	49,300
2	43,000
3	38,500
AVERAGE	43,600

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DENVER REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	38,200
2	32,940
3	28,600
4	27,700
5	22,500
6	14,123
AVERAGE	27,344

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	29,755
2	25,000
3	22,800
AVERAGE	25,852

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	34,500
2	30,400
3	30,348
4	30,000
5	26,220
6	24,600
AVERAGE	29,345

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	31,490
2	27,954
3	24,500
AVERAGE	27,981

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	53,064
2	49,000
3	43,700
4	35,592
AVERAGE	45,339

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	36,800
2	30,316
3	36,200
4	32,700
5	28,000
6	22,488
AVERAGE	32,084

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	32,000
2	31,800
3	24,000
4	17,273
AVERAGE	26,268

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	48,500
2	47,000
3	46,200
4	39,450
5	39,300
6	37,500
7	36,889
8	35,800
AVERAGE	41,330

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	47,748
2	44,800
3	44,600
4	39,800
5	36,000
AVERAGE	42,590

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	48,000
2	45,100
3	44,300
4	39,500
5	38,500
6	35,924
7	32,268
8	26,900
AVERAGE	38,812

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	46,500
2	37,284
3	34,820
4	33,100
5	31,000
6	28,875
7	28,734
8	24,800
AVERAGE	33,139

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	46,092
2	42,400
3	42,300
4	38,300
5	34,300
6	31,500
7	31,000
8	28,064
AVERAGE	36,745

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DENVER REGION—

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	52,000
2	48,800
3	48,348
4	45,500
5	39,600
6	39,550
7	39,300
8	38,000
9	32,000
AVERAGE	42,566

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	36,500
2	35,000
3	34,000
AVERAGE	35,167

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	42,500
2	41,000
3	40,039
4	39,400
5	39,300
6	39,200
7	36,800
8	34,514
9	33,764
10	31,406
AVERAGE	37,792

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	44,300
2	38,400
3	38,000
4	32,700
AVERAGE	38,350

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	47,000
2	39,200
3	38,500
4	27,600
AVERAGE	38,075

DEANS (DIRECTORS): LAW

RANK	SALARY
1	50,000
2	45,900
3	44,000
4	42,350
5	40,000
AVERAGE	44,450

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	42,360
2	39,600
3	37,000
AVERAGE	39,653

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	49,000
2	47,000
3	38,400
AVERAGE	44,800

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	42,684
2	38,200
3	37,850
4	35,528
5	33,000
AVERAGE	37,452

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—DENVER REGION—

LEGAL COUNSEL

RANK	SALARY
1	41,000
2	40,500
3	32,151
4	27,700
AVERAGE	35,338

REGISTRAR

RANK	SALARY
1	33,648
2	30,113
3	28,900
4	28,800
5	26,579
6	25,500
7	25,000
8	22,500
9	22,470
AVERAGE	27,057

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	42,400
2	39,384
3	37,500
4	34,600
5	34,500
6	33,548
7	33,548
8	31,522
9	31,000
10	31,000
11	30,000
12	23,000
AVERAGE	33,500

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	43,560
2	40,500
3	35,640
4	35,400
5	32,850
6	31,800
7	27,972
8	27,500
9	25,965
10	25,486
11	20,250
AVERAGE	31,538

DIRECTOR OF PERSONNEL

RANK	SALARY
1	34,000
2	30,000
3	27,500
4	26,760
5	26,500
6	24,000
7	22,068
8	18,228
AVERAGE	26,132

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	47,748
2	46,500
3	45,600
4	34,250
AVERAGE	43,525

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	26,352
2	25,500
3	24,742
4	24,240
5	22,580
6	21,600
7	20,600
8	19,300
9	19,000
10	16,909
11	15,305
AVERAGE	21,466

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The ten participating universities from their region are as follows:

Iowa State University
Kansas State University
University of Iowa
University of Kansas at Lawrence
University of Missouri at Columbia
University of Missouri at Kansas City
University of Missouri at Rolla
University of Missouri at St. Louis
University of Nebraska at Omaha
Wichita State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—KANSAS CITY REGION—

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	70,000
2	63,355
3	63,000
4	51,000
AVERAGE	61,839

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	63,500
2	63,355
3	57,000
4	57,000
5	55,500
6	55,250
7	52,500
AVERAGE	57,729

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	59,100
2	56,175
3	51,960
4	50,000
5	49,000
6	47,500
7	46,000
8	45,100
AVERAGE	50,604

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	52,700
2	48,150
3	45,100
4	42,500
5	41,400
6	40,560
AVERAGE	45,068

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	42,150
2	35,040
3	34,900
4	30,400
5	29,000
6	24,200
AVERAGE	32,615

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	35,580
2	33,300
3	27,500
4	26,000
5	24,000
6	23,600
7	21,500
8	19,500
AVERAGE	26,373

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	51,146
2	48,000
3	46,500
4	45,120
5	45,000
6	43,900
7	43,000
8	40,000
AVERAGE	45,333

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	32,500
2	31,266
3	30,500
4	30,000
5	29,300
6	29,100
AVERAGE	30,444

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	46,000
2	42,700
3	40,000
AVERAGE	42,900

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—KANSAS CITY REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	39,660
2	32,000
3	29,040
4	29,000
5	27,100
6	22,350
AVERAGE	29,858

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	41,400
2	32,250
3	27,000
4	26,700
5	26,000
6	25,569
AVERAGE	29,820

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	48,600
2	46,600
3	45,060
4	41,500
AVERAGE	45,440

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	57,400
2	54,838
3	44,960
AVERAGE	52,399

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	40,000
2	36,000
3	34,500
4	31,510
5	23,870
AVERAGE	33,176

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	44,400
2	39,000
3	36,200
4	33,567
5	25,045
AVERAGE	35,042

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	47,300
2	47,000
3	46,100
4	46,020
5	46,000
6	43,400
7	42,464
8	31,315
AVERAGE	43,700

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	54,700
2	42,960
3	42,800
AVERAGE	46,820

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	50,900
2	45,777
3	43,380
4	43,000
5	42,000
6	41,000
7	40,700
8	37,250
AVERAGE	43,001

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	44,000
2	43,700
3	38,950
4	34,314
5	33,500
6	32,950
AVERAGE	37,902

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	49,000
2	48,900
3	45,800
4	44,000
5	42,400
6	42,120
7	40,000
8	35,000
AVERAGE	43,403

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	54,700
2	53,000
3	46,020
4	45,650
5	42,542
6	42,000
AVERAGE	47,319

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—KANSAS CITY REGION—

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	43,000
2	41,900
3	40,000
AVERAGE	41,633

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	57,400
2	54,938
3	48,000
4	46,000
5	45,000
6	44,800
7	42,000
8	39,600
9	36,200
10	30,792
AVERAGE	44,463

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	48,800
2	43,380
3	42,500
AVERAGE	44,893

DEANS (DIRECTORS): LAW

RANK	SALARY
1	56,700
2	51,500
3	49,250
4	48,950
AVERAGE	51,600

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	53,500
2	47,300
3	43,400
AVERAGE	48,067

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	48,000
2	43,500
3	32,500
AVERAGE	41,333

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	39,500
2	39,500
3	21,500
AVERAGE	33,500

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	50,800
2	44,500
3	44,050
AVERAGE	46,450

DEANS (DIRECTORS): VETERINARY MEDICINE

RANK	SALARY
1	51,200
2	47,000
3	46,680
AVERAGE	48,293

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—KANSAS CITY REGION—

REGISTRAR

RANK	SALARY
1	38,700
2	38,040
3	37,500
4	33,100
5	32,100
6	31,800
7	31,400
8	30,700
9	28,187
10	23,650
AVERAGE	32,538

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	45,800
2	43,000
3	41,000
4	38,074
5	38,040
6	36,200
7	34,025
8	32,000
9	31,250
AVERAGE	37,710

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	40,480
2	39,636
3	38,600
4	38,200
5	37,550
6	37,500
7	33,900
8	31,163
AVERAGE	37,129

DIRECTOR OF PERSONNEL

RANK	SALARY
1	35,350
2	35,300
3	29,237
4	28,700
5	27,800
6	25,350
7	25,020
8	23,600
9	23,500
10	23,300
AVERAGE	27,716

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	37,236
2	26,225
3	25,100
4	24,200
5	23,340
6	23,000
7	21,500
8	19,800
AVERAGE	25,050

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The ten participating universities from these combined regions are:

Bernard M. Baruch College
City University of New York, Brooklyn College
State University of New York at Binghamton
State University of New York at Buffalo
State University of New York at Stony Brook
University of Lowell
University of Maine at Orno
University of Massachusetts at Amherst
University of Rhode Island
University of Vermont

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—NEW YORK AND BOSTON REGIONS—

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	55,600
2	54,729
3	54,500
4	54,500
5	51,906
6	51,000
7	50,053
AVERAGE	53,184

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	51,775
2	51,135
3	49,680
4	48,300
5	47,998
6	47,322
7	44,053
8	43,124
9	40,145
10	35,255
AVERAGE	45,879

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	47,998
2	45,482
3	35,255
AVERAGE	42,912

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	49,187
2	46,319
3	45,787
4	43,100
5	41,576
6	40,287
7	37,953
AVERAGE	43,458

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	41,053
2	35,255
3	34,343
4	30,506
5	29,960
6	22,641
AVERAGE	32,293

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	39,385
2	34,616
3	32,948
4	32,050
5	30,442
6	29,400
7	28,581
AVERAGE	32,489

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	33,000
2	31,840
3	29,995
4	29,563
5	28,633
6	26,600
7	26,129
AVERAGE	29,394

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	48,294
2	44,053
3	40,750
4	40,125
5	38,321
6	38,054
7	36,348
8	34,829
AVERAGE	40,097

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	38,804
2	35,706
3	35,000
4	33,654
5	32,655
6	28,953
AVERAGE	34,129

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—NEW YORK AND BOSTON REGIONS—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	51,135
2	46,403
3	35,255
AVERAGE	44,265

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	44,053
2	42,000
3	35,896
AVERAGE	40,650

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	35,255
2	33,600
3	33,148
4	30,003
5	28,625
6	28,090
7	20,301
8	17,691
AVERAGE	28,339

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	36,553
2	35,255
3	30,632
4	29,904
5	27,906
6	26,442
7	20,874
8	18,332
9	14,839
AVERAGE	26,749

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	40,000
2	31,566
3	30,380
4	29,400
5	29,125
AVERAGE	32,094

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	45,482
2	40,254
3	38,100
4	37,210
AVERAGE	40,262

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	35,125
2	33,635
3	29,784
4	27,000
5	26,942
6	22,312
7	20,954
AVERAGE	27,965

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	36,500
2	26,262
3	25,951
4	25,900
5	25,228
6	24,915
7	24,507
8	23,800
9	23,352
AVERAGE	26,268

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—NEW YORK AND BOSTON REGIONS—

DEANS (DIRECTORS): ARTS AND SCIENCES

RANK	SALARY
1	48,506
2	47,160
3	46,298
4	45,500
5	39,000
6	35,255
AVERAGE	43,620

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	46,571
2	41,000
3	36,796
4	35,078
AVERAGE	39,861

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	48,405
2	48,336
3	36,796
4	36,316
5	35,998
6	35,255
AVERAGE	40,184

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	43,553
2	42,800
3	42,531
4	35,364
5	29,249
6	28,260
7	28,000
8	27,372
AVERAGE	34,641

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	46,010
2	43,553
3	41,000
4	36,796
5	36,171
6	35,355
7	32,008
AVERAGE	38,699

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	49,107
2	47,950
3	45,000
4	39,400
5	37,433
6	33,787
AVERAGE	42,113

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	55,329
2	45,482
3	43,335
4	40,000
5	36,796
6	35,255
7	34,472
8	21,894
AVERAGE	39,070

DEANS (DIRECTORS): HEALTH/ PHYS EDUCATION/RECREATION

RANK	SALARY
1	36,796
2	35,149
3	33,952
4	24,785
AVERAGE	32,671

DEANS (DIRECTORS): HOME ECONOMICS

RANK	SALARY
1	38,000
2	37,000
3	33,861
4	24,732
AVERAGE	33,398

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—NEW YORK AND BOSTON REGIONS—

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	46,256
2	43,553
3	37,072
4	35,255
AVERAGE	40,534

DEANS (DIRECTORS): MUSIC

RANK	SALARY
1	45,397
2	36,796
3	28,212
AVERAGE	36,802

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	41,743
2	40,823
3	40,172
4	39,770
5	38,750
6	26,500
AVERAGE	37,793

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	43,553
2	41,659
3	33,426
AVERAGE	39,546

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	46,806
2	43,553
3	36,796
AVERAGE	42,385

DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE

RANK	SALARY
1	47,984
2	34,335
3	34,167
4	30,324
AVERAGE	36,703

LEGAL COUNSEL

RANK	SALARY
1	32,741
2	30,307
3	26,000
AVERAGE	29,683

REGISTRAR

RANK	SALARY
1	33,854
2	32,655
3	30,307
4	29,838
5	28,462
6	25,280
7	24,300
8	24,031
9	23,232
AVERAGE	27,995

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	39,020
2	38,794
3	38,158
4	36,796
5	36,553
6	36,500
7	35,255
8	35,166
9	31,600
10	27,947
AVERAGE	35,579

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—NEW YORK AND BOSTON REGIONS—

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	43,475
2	41,944
3	40,257
4	36,796
5	36,553
6	35,500
7	33,990
8	32,630
AVERAGE	37,643

DIRECTOR OF PERSONNEL

RANK	SALARY
1	32,050
2	31,612
3	31,002
4	30,828
5	30,307
6	24,497
7	22,301
AVERAGE	28,942

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	38,500
2	36,796
3	30,690
AVERAGE	35,329

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	36,796
2	32,655
3	28,035
4	27,877
5	26,600
6	25,256
7	24,668
8	23,577
9	21,310
10	20,039
AVERAGE	26,681

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TABLE II (Continued)

A RANK-ORDER DISTRIBTUION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The ten participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Old Dominion University
University of Maryland at Baltimore
University of Maryland at Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and
State University
West Virginia University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—PHILADELPHIA REGION—

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	65,722
2	63,600
3	63,595
4	57,420
5	55,800
6	55,300
7	53,475
8	49,896
9	44,000
AVERAGE	56,534

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	56,800
2	56,500
3	55,524
4	49,400
5	47,960
6	47,800
7	46,500
8	41,232
AVERAGE	50,215

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	56,500
2	55,524
3	49,400
4	46,500
5	41,232
AVERAGE	49,831

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	47,000
2	46,000
3	42,000
4	41,232
5	38,000
6	37,000
AVERAGE	41,872

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	43,960
2	30,600
3	28,845
4	26,800
AVERAGE	32,551

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	38,880
2	35,700
3	32,000
4	32,000
5	32,000
6	28,350
7	27,400
8	20,500
AVERAGE	30,229

BUSINESS OR FISCAL OFFICERS: TREASURER

RANK	SALARY
1	28,000
2	25,600
3	23,400
4	20,500
AVERAGE	24,375

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	32,000
2	32,000
3	31,200
4	29,070
5	29,000
6	28,032
7	27,600
8	26,800
9	25,663
10	17,900
AVERAGE	27,927

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	47,500
2	46,940
3	44,600
4	43,000
5	41,232
6	33,972
AVERAGE	42,874

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	33,700
2	33,193
3	32,700
4	29,800
5	28,300
6	26,400
7	25,950
AVERAGE	29,992

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	49,000
2	44,724
3	44,200
4	43,169
5	36,000
AVERAGE	43,419

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING AND BUDGETING

RANK	SALARY
1	46,000
2	41,600
3	30,252
AVERAGE	39,284

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	37,700
2	31,000
3	28,400
4	25,467
5	19,155
AVERAGE	28,344

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	29,000
2	22,377
3	18,700
AVERAGE	23,359

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	33,900
2	33,336
3	32,000
4	29,960
5	28,000
6	26,574
7	25,600
AVERAGE	29,910

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	54,000
2	43,500
3	31,500
AVERAGE	43,000

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	35,000
2	33,700
3	33,193
4	30,600
5	26,500
AVERAGE	31,799

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	31,870
2	31,800
3	27,775
4	24,504
AVERAGE	28,987

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	43,500
2	36,700
3	35,000
4	31,500
5	28,000
6	28,000
7	27,300
8	25,680
9	23,467
10	23,300
AVERAGE	30,245

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	58,400
2	50,000
3	40,500
4	40,300
5	39,148
6	37,600
AVERAGE	44,158

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	48,000
2	44,500
3	42,800
AVERAGE	45,100

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—PHILADELPHIA REGION—

DEANS (DIRECTORS): AGRICULTURE

RANK	SALARY
1	51,500
2	51,000
3	42,624
AVERAGE	48,375

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	57,800
2	53,500
3	47,500
4	45,900
5	44,424
6	44,000
7	39,600
8	37,888
AVERAGE	46,327

DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	50,500
2	42,700
3	40,656
4	40,000
5	34,739
AVERAGE	41,719

DEANS (DIRECTORS): EDUCATION

RANK	SALARY
1	50,500
2	46,800
3	45,800
4	44,644
5	42,000
6	40,000
7	39,500
8	34,739
AVERAGE	43,023

DEANS (DIRECTORS): ENGINEERING

RANK	SALARY
1	57,600
2	55,000
3	48,700
4	44,964
5	42,500
AVERAGE	49,753

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	42,500
2	37,888
3	36,480
4	24,600
AVERAGE	35,367

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	51,400
2	50,000
3	42,000
4	41,268
5	40,633
6	39,000
7	35,700
8	32,500
9	30,418
AVERAGE	40,269

DEANS (DIRECTORS): HEALTH/ PHYS EDUCATION/RECREATION

RANK	SALARY
1	43,700
2	38,300
3	37,888
4	31,500
AVERAGE	37,847

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS

RANK	SALARY
1	39,828
2	38,460
3	37,888
AVERAGE	38,725

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—PHILADELPHIA REGION—

DEANS (DIRECTORS): LAW

RANK	SALARY
1	57,800
2	53,700
3	50,700
4	48,504
AVERAGE	52,676

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	49,611
2	45,000
3	43,500
4	37,068
5	23,982
AVERAGE	39,832

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	45,100
2	33,004
3	32,700
AVERAGE	37,601

DEANS (DIRECTORS): PHARMACY

RANK	SALARY
1	49,800
2	49,442
3	41,989
AVERAGE	47,077

LEGAL COUNSEL

RANK	SALARY
1	49,200
2	45,936
3	40,000
4	32,100
5	30,000
6	26,800
AVERAGE	37,339

REGISTRAR

RANK	SALARY
1	37,900
2	34,210
3	34,200
4	31,500
5	29,000
6	27,350
7	23,400
8	21,101
9	18,200
AVERAGE	28,540

DIRECTOR OF LIBRARIES (CHIEF LIBRARIAN)

RANK	SALARY
1	40,439
2	40,356
3	39,600
4	39,200
5	38,500
6	37,000
7	35,000
8	34,000
9	33,193
10	30,000
AVERAGE	36,729

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	47,850
2	40,200
3	39,600
4	36,000
5	35,000
6	35,000
7	33,700
8	31,500
9	29,964
10	22,533
AVERAGE	35,137

DIRECTOR OF PERSONNEL

RANK	SALARY
1	41,060
2	38,600
3	30,600
4	30,108
5	29,800
6	28,845
7	28,000
8	25,663
9	23,400
10	22,400
AVERAGE	29,848

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	33,100
2	28,340
3	25,920
4	25,600
5	25,467
6	25,000
7	21,400
8	20,900
9	20,400
10	17,150
AVERAGE	24,328

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eleven participating universities from this region are as follows:

Arizona State University
Northern Arizona University
University of Arizona
University of California at Berkeley
University of California at Davis
University of California at Riverside
University of California at Santa Barbara
University of California at Santa Cruz
University of Hawaii at Manoa
University of Nevada at Las Vegas
University of Nevada at Reno

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—SAN FRANCISCO REGION—

PRESIDENT (CHANCELLOR) OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	64,000
2	62,500
3	47,500
AVERAGE	58,000

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	69,500
2	69,500
3	67,500
4	62,500
5	60,000
6	58,000
7	47,500
8	47,500
9	42,750
AVERAGE	58,306

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	60,700
2	57,000
3	54,000
4	50,760
5	49,500
6	48,400
7	45,899
8	44,053
AVERAGE	51,289

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	58,200
2	49,800
3	49,478
4	49,100
5	46,400
6	45,700
7	45,102
8	43,400
9	42,996
AVERAGE	47,799

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	34,200
2	33,000
3	23,500
AVERAGE	30,233

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	46,400
2	37,742
3	36,755
4	35,747
5	35,500
6	34,000
7	33,900
8	33,000
AVERAGE	36,631

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	39,300
2	38,100
3	33,920
4	33,850
5	33,216
6	31,800
7	28,000
AVERAGE	34,027

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	53,000
2	52,500
3	51,100
4	50,500
5	48,627
6	44,275
7	43,400
8	38,500
AVERAGE	47,738

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	42,838
2	37,250
3	36,146
4	34,254
5	30,250
6	28,680
AVERAGE	34,903

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	61,400
2	58,900
3	56,100
4	54,005
5	42,998
AVERAGE	54,681

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	54,000
2	49,340
3	48,815
4	42,400
5	38,400
AVERAGE	46,591

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	52,400
2	52,000
3	41,100
4	38,900
5	37,742
6	32,500
AVERAGE	42,440

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT
(CHANCELLOR)

RANK	SALARY
1	45,500
2	44,600
3	42,500
4	38,300
5	35,600
6	34,730
7	32,292
8	28,400
AVERAGE	37,740

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	38,800
2	35,401
3	32,300
4	31,100
5	30,768
6	29,990
7	27,638
8	26,300
9	23,640
AVERAGE	30,660

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	45,500
2	33,085
3	30,768
AVERAGE	36,451

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	39,700
2	39,500
3	38,858
4	33,300
5	29,555
6	24,530
AVERAGE	34,241

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	56,500
2	55,500
3	42,900
4	41,360
AVERAGE	49,065

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—SAN FRANCISCO REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	41,520
2	37,635
3	35,000
4	30,700
AVERAGE	36,214

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	37,375
2	35,543
3	32,954
4	28,900
5	25,044
AVERAGE	31,963

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	56,500
2	47,100
3	42,500
4	42,285
5	42,200
6	42,131
7	41,333
AVERAGE	44,864

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	46,000
2	44,500
3	40,140
AVERAGE	43,547

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	54,900
2	54,100
3	50,500
4	46,737
5	43,535
6	42,000
7	36,700
AVERAGE	46,925

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	50,224
2	49,100
3	46,700
4	43,207
5	42,570
6	42,500
7	41,500
8	41,333
AVERAGE	44,642

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	45,200
2	44,100
3	42,423
4	40,450
5	38,940
6	37,200
7	35,500
8	31,320
AVERAGE	39,392

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	51,000
2	51,000
3	47,310
4	45,100
5	44,340
6	43,535
7	42,500
8	40,136
9	34,600
AVERAGE	44,391

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	51,750
2	50,400
3	48,200
4	47,110
5	42,500
6	42,270
7	42,120
8	37,600
AVERAGE	45,244

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—SAN FRANCISCO REGION—

DEANS (DIRECTORS): FINE ARTS

RANK	SALARY
1	45,452
2	43,715
3	43,566
AVERAGE	44,244

DEANS (DIRECTORS): GRADUATE

RANK	SALARY
1	52,700
2	49,426
3	47,600
4	46,400
5	45,000
6	44,715
7	43,122
8	42,900
9	41,520
10	39,873
11	37,600
AVERAGE	44,623

DEANS (DIRECTORS): HEALTH/ PHYS EDUCATION/RECREATION

RANK	SALARY
1	48,000
2	39,737
3	31,600
AVERAGE	39,779

DEANS (DIRECTORS): HUMANITIES

RANK	SALARY
1	48,900
2	46,100
3	43,600
4	22,960
AVERAGE	40,390

DEANS (DIRECTORS): LAW

RANK	SALARY
1	52,500
2	51,800
3	50,046
4	49,900
5	38,820
AVERAGE	48,613

DEANS (DIRECTORS): LIBERAL ARTS

RANK	SALARY
1	50,096
2	50,000
3	38,943
AVERAGE	46,346

DEANS (DIRECTORS): LIBRARY SCIENCE

RANK	SALARY
1	36,500
2	33,200
3	30,000
AVERAGE	33,233

DEANS (DIRECTORS): MEDICINE

RANK	SALARY
1	79,000
2	52,900
3	43,500
AVERAGE	58,467

DEANS (DIRECTORS): NURSING

RANK	SALARY
1	45,801
2	45,000
3	41,333
4	38,000
AVERAGE	42,534

DEANS (DIRECTORS): SCIENCE/TECHNOLOGY

RANK	SALARY
1	54,100
2	36,002
3	35,700
AVERAGE	41,934

DEANS (DIRECTORS): SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	44,700
2	43,600
3	41,855
4	37,600
AVERAGE	41,939

DEANS (DIRECTORS): SOCIAL WORK

RANK	SALARY
1	40,796
2	40,000
3	34,000
AVERAGE	38,265

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—SAN FRANCISCO REGION—

REGISTRAR

RANK	SALARY
1	40,000
2	39,737
3	37,768
4	36,480
5	36,000
6	35,000
7	34,900
8	31,223
9	30,324
10	24,384
11	23,907
AVERAGE	33,611

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	50,000
2	47,500
3	46,400
4	44,500
5	42,000
6	41,800
7	40,750
8	39,340
9	37,742
10	37,000
11	36,543
AVERAGE	42,143

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	48,800
2	44,060
3	43,400
4	42,000
5	38,100
6	36,000
7	35,900
8	35,705
AVERAGE	40,496

DIRECTOR OF PERSONNEL

RANK	SALARY
1	40,400
2	39,800
3	33,100
4	33,000
5	32,900
6	30,560
7	30,331
8	29,363
9	26,652
10	23,665
AVERAGE	31,977

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	48,822
2	47,200
3	43,535
4	42,000
AVERAGE	45,389

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	32,555
2	32,292
3	31,800
4	31,788
5	30,000
6	29,420
7	28,900
8	28,613
AVERAGE	30,671

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The seven universities from this region are as follows:

Idaho State University
Oregon State University
Portland State University
University of Alaska at Fairbanks
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—SEATTLE REGION—

PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	63,523
2	55,428
3	55,428
4	51,928
5	48,734
6	46,613
AVERAGE	53,942

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	57,262
2	57,000
3	50,016
4	43,930
5	41,683
6	40,000
AVERAGE	48,315

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS (FINANCE)

RANK	SALARY
1	50,000
2	49,340
3	43,930
4	40,836
5	39,437
AVERAGE	44,709

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER

RANK	SALARY
1	38,730
2	36,107
3	34,116
4	33,504
5	31,637
6	31,325
AVERAGE	34,237

BUSINESS OR FISCAL OFFICERS: CONTROLLER

RANK	SALARY
1	32,500
2	31,387
3	26,458
AVERAGE	30,115

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER

RANK	SALARY
1	37,762
2	37,266
3	30,500
4	25,428
5	25,085
AVERAGE	31,208

STUDENT AFFAIRS OFFICERS: VICE PRESIDENT OF STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	41,352
2	36,000
3	35,280
AVERAGE	37,544

STUDENT AFFAIRS OFFICERS: DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	48,818
2	40,500
3	35,568
4	32,100
5	29,390
AVERAGE	37,275

ADMINISTRATIVE OPERATIONS OFFICERS: ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	49,340
2	45,000
3	35,818
AVERAGE	43,386

ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT (CHANCELLOR)

RANK	SALARY
1	37,029
2	35,557
3	33,509
4	32,523
5	14,851
AVERAGE	30,694

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	32,406
2	30,588
3	26,707
4	25,459
AVERAGE	28,790

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	44,000
2	37,000
3	35,472
4	30,514
AVERAGE	36,747

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—SEATTLE REGION—

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	46,740
2	46,654
3	29,067
AVERAGE	40,820

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL
RESEARCH

RANK	SALARY
1	43,909
2	37,531
3	28,766
4	27,000
5	24,523
AVERAGE	32,346

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	50,000
2	46,973
3	42,058
AVERAGE	46,344

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	60,736
2	53,500
3	50,004
4	40,560
AVERAGE	51,200

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL
MANAGEMENT

RANK	SALARY
1	55,931
2	50,000
3	45,816
4	44,375
5	43,132
6	40,560
7	37,253
AVERAGE	45,295

DEANS (DIRECTORS):
CONTINUING EDUCATION
(EXTENSION)

RANK	SALARY
1	58,947
2	40,656
3	34,230
4	27,286
5	26,021
6	23,962
7	21,178
AVERAGE	33,183

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	60,008
2	52,000
3	49,194
4	40,560
5	37,310
6	31,405
AVERAGE	45,080

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	61,568
2	51,600
3	45,636
4	41,371
5	33,134
AVERAGE	46,662

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	51,000
2	48,614
3	45,492
4	40,493
5	39,437
6	36,130
AVERAGE	43,528

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED TWENTY-EIGHT UNIVERSITIES IN FORTY-FOUR STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
—SEATTLE REGION—

DEANS (DIRECTORS):
HEALTH/ PHYS EDUCATION/RECREATION

RANK	SALARY
1	41,244
2	40,392
3	36,750
4	35,006
5	33,883
AVERAGE	37,455

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	45,204
2	43,000
3	28,517
AVERAGE	38,907

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	42,504
2	33,333
3	30,014
AVERAGE	35,284

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	55,000
2	48,852
3	40,248
AVERAGE	48,033

LEGAL COUNSEL

RANK	SALARY
1	42,000
2	40,000
3	38,750
4	24,000
AVERAGE	36,188

REGISTRAR

RANK	SALARY
1	42,661
2	35,600
3	34,008
4	33,185
5	27,269
6	26,500
7	25,900
AVERAGE	32,160

DIRECTOR OF LIBRARIES
(CHIEF LIBRARIAN)

RANK	SALARY
1	58,219
2	44,400
3	43,639
4	38,002
5	36,744
6	36,262
7	33,072
AVERAGE	41,477

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	44,000
2	37,000
3	34,070
4	33,072
5	31,500
6	24,898
AVERAGE	34,090

DIRECTOR OF PERSONNEL

RANK	SALARY
1	39,707
2	31,227
3	28,056
4	28,056
5	28,056
6	23,650
7	23,213
AVERAGE	28,852

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	56,534
2	49,200
3	45,552
4	40,997
AVERAGE	48,071

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	34,736
2	25,000
3	23,112
4	23,000
5	21,029
6	20,000
7	18,782
AVERAGE	23,666

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS IN TWENTY STATES

This table summarizes the data for twenty-four university systems in twenty states. For making these data available, the University of Arkansas is grateful to the following university systems:

City University of New York
Florida State University System
Indiana University
Louisiana State University
Montana University System
Oregon State System of Higher Education
Southern Illinois University
State University and Community College System of Tennessee
Texas A & M University System
University of Alabama System
University of Alaska
University of Arkansas System
University of Hawaii
University of Houston System
University of Maine
University of Missouri
University of Nebraska
University of Nevada System
University of North Carolina
University of Tennessee
University of Texas System Administration
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III

A RANK-ORDER DISTRUBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS
IN TWENTY STATES

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	76,000
2	75,000
3	75,000
4	67,500
5	66,900
6	66,000
7	65,800
8	65,500
9	65,450
10	65,000
11	65,000
12	63,000
13	61,500
14	61,000
15	59,500
16	58,553
17	57,888
18	50,000
19	48,000
20	46,746
21	45,500
22	45,000
23	44,500
AVERAGE	60,623

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	62,337
2	62,300
3	60,800
4	60,400
5	56,700
6	55,900
7	52,000
8	51,500
9	51,200
10	49,400
11	47,800
12	47,332
13	45,803
14	43,800
15	42,930
16	42,000
17	41,040
18	39,326
AVERAGE	50,698

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	43,560
2	38,700
3	36,553
4	35,250
5	32,450
6	26,500
AVERAGE	35,502

CHIEF OFFICER FOR
GRADUATE INSTRUCTION:
DEAN

RANK	SALARY
1	52,000
2	43,803
3	37,600
AVERAGE	44,468

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	69,000
2	67,000
3	55,800
4	55,284
5	53,500
6	52,000
7	51,500
8	49,553
9	45,800
10	43,500
AVERAGE	54,294

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	60,000
2	49,687
3	46,632
4	42,750
5	39,326
6	37,200
AVERAGE	45,933

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TABLE III

A RANK-ORDER DISTRUBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS
IN TWENTY STATES

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/
ASST TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	46,000
2	45,500
3	42,000
4	38,353
5	37,000
6	36,553
7	36,000
8	32,292
9	27,750
10	27,504
11	27,000
12	26,800
13	25,142
AVERAGE	34,453

FINANCE OR BUSINESS OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	62,300
2	60,500
3	59,500
4	56,200
5	54,000
6	52,000
7	49,687
8	46,632
9	46,500
10	45,803
11	45,800
12	45,000
13	42,900
14	42,000
15	41,500
16	40,500
17	36,720
18	34,949
AVERAGE	47,916

FINANCE OR BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	54,000
2	49,200
3	45,509
4	42,894
5	40,200
6	40,000
7	36,553
8	33,876
9	32,060
10	31,500
11	30,000
12	28,500
13	26,452
AVERAGE	37,749

FINANCE OR BUSINESS OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	42,500
2	36,553
3	32,592
AVERAGE	37,215

FINANCE OR BUSINESS OFFICERS:
CONTROLLER

RANK	SALARY
1	52,000
2	49,087
3	40,200
4	39,200
5	36,553
6	34,000
7	33,000
8	27,600
AVERAGE	38,955

FINANCE OR BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	60,500
2	46,200
3	44,040
4	43,500
5	43,000
6	31,970
AVERAGE	44,868

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	53,500
2	50,600
3	47,000
4	41,000
5	37,250
6	36,000
7	26,555
AVERAGE	41,701

PUBLIC RELATIONS OFFICERS:
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	46,460
2	42,400
3	42,000
AVERAGE	43,620

PUBLIC RELATIONS OFFICERS:
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	39,500
2	35,201
3	33,485
4	33,000
5	31,800
6	31,030
7	30,000
8	29,233
9	28,300
10	26,352
11	22,410
AVERAGE	30,937

TABLE III

A RANK-ORDER DISTRUBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG TWENTY-FOUR UNIVERSITY SYSTEMS
IN TWENTY STATES

PUBLIC RELATIONS OFFICERS: LEGISLATIVE RELATIONS: DIRECTOR

RANK	SALARY
1	42,904
2	41,000
3	35,201
4	32,340
5	32,100
6	22,080
7	18,190
AVERAGE	31,974

PUBLIC RELATIONS OFFICERS: DEVELOPMENT: DIRECTOR

RANK	SALARY
1	53,300
2	36,000
3	35,201
4	30,260
5	28,752
6	27,000
AVERAGE	35,086

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	44,388
2	42,701
3	38,200
AVERAGE	41,763

FACILITIES (CAMPUS PLANNING AND DEVELOPMENT) OFFICERS: DIRECTOR

RANK	SALARY
1	45,500
2	44,800
3	44,625
4	38,700
5	37,476
6	37,310
7	35,201
8	32,300
9	30,478
10	24,490
AVERAGE	37,088

INSTITUTIONAL RESEARCH OFFICERS: DIRECTOR

RANK	SALARY
1	48,300
2	38,200
3	36,627
4	35,500
5	35,201
6	33,074
7	31,476
8	30,852
9	30,400
AVERAGE	35,514

LEGAL COUNSEL

RANK	SALARY
1	57,900
2	51,200
3	51,000
4	51,000
5	47,000
6	45,000
7	44,400
8	43,800
9	43,560
10	43,355
11	43,000
12	41,424
13	37,386
14	36,944
15	36,792
16	35,000
17	32,600
18	32,155
AVERAGE	42,973

SECRETARY TO THE BOARD

RANK	SALARY
1	53,000
2	51,200
3	47,000
4	42,600
5	42,400
6	42,000
7	40,965
8	39,939
9	37,500
10	34,700
11	34,240
12	32,560
13	31,000
14	30,307
15	28,250
16	25,142
17	21,242
18	20,160
19	17,000
AVERAGE	35,327

DIRECTOR OF PERSONNEL

RANK	SALARY
1	47,500
2	45,400
3	40,500
4	38,600
5	38,215
6	36,401
7	35,532
8	35,201
9	34,000
10	33,200
11	30,450
12	30,000
13	25,920
14	22,554
AVERAGE	35,248